



Tahoe-Truckee Sanitation Agency
Regular Board Meeting
July 10, 2019

TAHOE-TRUCKEE SANITATION AGENCY

A Public Agency
13720 Butterfield Drive
TRUCKEE, CALIFORNIA 96161
(530) 587-2525 • FAX (530) 587-5840



Directors

S. Lane Lewis: President
Dale Cox: Vice President
Jon Northrop
Dan Wilkins
Blake Tresan

General Manager

LaRue Griffin

BOARD OF DIRECTORS REGULAR MEETING NOTICE AND AGENDA

Date: July 10, 2019

Time: 9:00 AM

Place: Board Room, Tahoe-Truckee Sanitation Agency, 13720 Butterfield Drive, Truckee, California

Members of the public will have the opportunity to directly address the Agency Board of Directors concerning any item listed on the Agenda below before or during consideration of that item. To better accommodate members of the public and staff, some Agenda items may be considered in an order different than listed below.

I. Call to Order, Roll Call, and Pledge of Allegiance

II. Public Comment Discussion items only, no action to be taken. Any person may address the Board at this time upon any subject that is within the jurisdiction of Tahoe-Truckee Sanitation Agency and that does not appear on the agenda. Any matter that requires action may be referred to staff for a report and action at a subsequent Board meeting. Please note there is a five (5) minute limit per person. In addition to or in lieu of public comment, any person may submit a written statement concerning Agency business to be included in the record of proceedings and filed with the meeting minutes. Any such statement must be provided to the recording secretary at the meeting.

III. Professional Achievements, Awards & Anniversaries Acknowledgement of staff for professional achievements, awards and anniversaries received the previous calendar month or quarter.

IV. Consent Agenda Consent Agenda items are routine items that may be approved without discussion. If an item requires discussion, it may be removed from the Consent Agenda prior to action.

1. Approval of the minutes of the regularly scheduled Board meeting on June 12, 2019.
2. Approval of general fund warrants.

V. Regular Agenda

1. Public hearing for public comment related to the Board's consideration of adopting a resolution of the Board to adopt a report on delinquent charges and authorizing their collection on the tax roll.
2. Approval of Resolution No. 6-2019 to adopt a report on delinquent charges and authorize their collection on the tax roll.

3. Approval of Resolution No. 7-2019 to request collection of delinquent sewer service charges on the Placer County tax roll.
4. Approval of Resolution No. 8-2019 to reference the standard form tax collection services contract with the County of Nevada.
5. Approval to submit certifications for collection of delinquent charges on the El Dorado County tax roll.
6. Discussion and update of the Classification and Compensation Study.
7. Approval of Organizational Chart and Salary Schedule for fiscal year 2019-2020.
8. Approval to award bid for 2019 Roof Repair project.
9. Approval to award bid for the Digital Scanning of Sewer Lines project.
10. Approval of Task Order No. 32 with CH2M Hill, Inc. for the 2020 Headworks Improvements project.
11. Discussion on energy use, conservation, recovery and proposed solar power project.

VI. Management Team Report

1. Department Reports.
2. General Manager Report.

VII. Board of Director Comment Opportunity for directors to ask questions for clarification, make brief announcements and reports, provide information to staff, request staff to report back on a matter, or direct staff to place a matter on a subsequent agenda.

VIII. Closed Session

1. Closed session for public employee discipline/dismissal/release.
2. Closed session conference with legal counsel -- anticipated litigation (Government Code section 54956.9(d)(2)). Significant exposure to litigation involving one potential case based on money damages claim filed by Philip Fay.

IX. Regular Agenda (continued)

1. Consideration of money damages claim filed by Philip Fay relating to alleged retaliation.

X. Adjournment

Posted and Mailed, 07/05/19



LaRue Griffin
Secretary to the Board

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in this meeting, then please contact Roshelle Chavez at 530-587-2525 or 530-587-5840 (fax). Requests must be made as early as possible, and at least one-full business day before the start of the meeting.

Documents and material relating to an open session agenda item that are provided to the T-TSA Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection and copying at the Agency's office located at 13720 Butterfield Drive, Truckee, CA.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: I
Subject: Call to Order, Roll Call, and Pledge of Allegiance

Background

Call to Order, Roll Call, and Pledge of Allegiance.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: II
Subject: Public Comment

Background

Discussion items only, no action to be taken. Any person may address the Board at this time upon any subject that is within the jurisdiction of Tahoe-Truckee Sanitation Agency and that does not appear on the agenda. Any matter that requires action may be referred to staff for a report and action at a subsequent Board meeting. There is a five (5) minute limit per person.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Vicky Lufrano, Human Resources Administrator
Item: III
Subject: Professional Achievements, Awards & Anniversaries

Background

Acknowledgement of staff for professional achievements, awards and anniversaries received the previous calendar month or quarter.

1-Year, 5-Year, 10-Year, 15-Year, 20-Year, Etc. Anniversaries

- Paul Shouse – I&E Supervisor – 1 Year (July 2019)

Safety Suggestion Award (2nd Quarter of 2019)

- Chuy Zarate - (1) Install a guardrail and mid rail on platform for the lime slurry tank, (2) close guardrail gap and raise the height on the section of guardrail on top of the lime silo, and (3) add signage or remove the natural gas/propane pipes that terminate above grade on the road side of the warehouse.

Fiscal Impact

Recipients of a Safety Suggestion Award receive 2 hours of administrative leave for each safety suggestion approved by the safety committee.


Attachments

None.

Recommendation

No action required.

Review Tracking

Submitted By: 
Vicky Lufrano
Human Resources Administrator

Approved By: 
LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: IV-1
Subject: Approval of the minutes of the regularly scheduled Board meeting on June 12, 2019

Background

Draft minutes from previous meeting(s) held are presented to the Board of Directors for review and approval.

Fiscal Impact

None.


Attachments

Minutes of the regular Board meeting on June 12, 2019.

Recommendation

Management recommends approval of the minutes of the regularly scheduled Board meeting on June 12, 2019.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

BOARD OF DIRECTORS
REGULAR MEETING MINUTES

June 12, 2019

I. Call to Order:

President Lewis called the special meeting of the Tahoe-Truckee Sanitation Agency Board of Directors to order at 9:00 AM. Roll call and Pledge of Allegiance followed.

Directors Present: S. Lane Lewis, NTPUD
Dale Cox, SVPSD
Jon Northrop, ASCWD
Dan Wilkins, TCPUD (arrived at 9:09 AM)
Blake Tresan, TSD

Staff Present: LaRue Griffin, General Manager
Roshelle Chavez, Administrative Services Manager
Jay Parker, Engineering Manager
Michael Peak, Operations Manager
Richard Pallante, Maintenance Manager
Vicky Lufrano, Human Resources Administrator
Richard P. Shanahan, Agency Counsel
Dawn Davis, Administration Department
Aaron Carlsson, Engineering Department
Scott Fleming, Engineering Department
Mike Smith, Engineering Department
Paul Shouse, Maintenance Department
Jim Redmond, Maintenance Department
Zeb Snider, Maintenance Department
Jesus Zarate, Maintenance Department
Jaime Garcia, Maintenance Department
Ryan Schultz, Maintenance Department
Laura Mader, Operations Department
Kristin Davis, Operations Department
Billy Martin, Operations Department
Jessie Denham, Operations Department

Public Present: Sarah Coolidge, North Tahoe PUD

II. Public Comment

There was no public comment. No action was taken by the Board.

III. Professional Achievements, Awards & Anniversaries

Mrs. Vicky Lufrano acknowledged Agency staff whom obtained professional achievements, awards, and anniversaries received for the previous calendar month to the Board of Directors.

President Lewis thanked the staff for their work and stated that the strength of the Agency is with its employees.

IV. Consent Agenda

1. Approval of the minutes of the special Board meeting on May 15, 2019.
2. Approval of general fund warrants.
3. Approval of financial statements.

MOTION by Director Cox, **SECOND** by Director Northrop to approve the Consent Agenda items; unanimously approved.

The Board approved the motion by the following vote:

AYES:	Directors Cox, Northrop, Tresan and President Lewis
NOES:	None
ABSENT:	Director Wilkins
ABSTAIN:	None

Motion passed.

V. Regular Agenda

1. Public hearing for public comment related to the Board's consideration of adopting a resolution of the Board adopting 2019-20 tax roll billing report and approving billing and collection of charges on county tax roll.

Mrs. Roshelle Chavez provided an overview of the 2019-20 tax roll billing report and collection process on the county tax roll.

President Lewis opened the public hearing. There was no public comment. President Lewis closed the public hearing. No action was taken by the Board.

2. Approval of Resolution No. 3-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of Placer tax roll.

MOTION by Director Tresan, **SECOND** by Director Northrop to approve Resolution No. 3-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of Placer tax roll; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES: None
ABSENT: None
ABSTAIN: None

Motion passed.

3. Approval of Resolution No. 4-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of Nevada tax roll.

MOTION by Director Tresan, **SECOND** by Director Cox to approve Resolution No. 4-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of Nevada tax roll; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES: None
ABSENT: None
ABSTAIN: None

Motion passed.

4. Approval of Resolution No. 5-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of El Dorado tax roll.

MOTION by Director Tresan, **SECOND** by Director Cox to approve Resolution No. 5-2019 adopting 2019-20 tax roll billing report and approving billing and collection of charges on the County of El Dorado tax roll; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES: None
ABSENT: None
ABSTAIN: None

Motion passed.

5. Discussion and update of the Classification and Compensation Study.

Mrs. Vicky Lufrano provided an update to the Board of Directors on the status of the Classification and Compensation Study and discussed the anticipated actions for the July and August Board of Directors meetings.

No action was taken by the Board and most of the Agency employees left after the discussion item.

6. Approval to award bids for the procurement of hydrated lime, liquid chlorine, liquid oxygen, methanol, and ferric chloride.

MOTION by Director Northrop, **SECOND** by Director Cox to approve and award bids for the procurement of hydrated lime, liquid chlorine, liquid oxygen, methanol, and ferric chloride to the lowest responsive bidders; unanimously approved.

The Board approved the motion by the following vote:

AYES:	Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

7. Approval to reject all bids for the 2019 Roof Repair project and re-advertise for bids.

MOTION by Director Cox, **SECOND** by Director Northrop to approve to reject all bids for the 2019 Roof Repair project and re-advertise for bids; unanimously approved.

The Board approved the motion by the following vote:

AYES:	Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES:	None
ABSENT:	None
ABSTAIN:	None

Motion passed.

8. Approval of amendment to the agreement between TTSA and CH2M Hill.

MOTION by Director Cox, **SECOND** by Director Tresan to approve the of amendment to the agreement between TTSA and CH2M Hill; unanimously approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Wilkins, Tresan and President Lewis
NOES: None
ABSENT: None
ABSTAIN: None

Motion passed.

9. Approval of Damore, Hamric & Schneider, Inc. letters of engagement for the annual financial audit of fiscal year 2018-2019.

MOTION by Director Cox, **SECOND** by Director Northrop to approve the Damore, Hamric & Schneider, Inc. letters of engagement for the annual financial audit of fiscal year 2018-2019; motion approved.

The Board approved the motion by the following vote:

AYES: Directors Cox, Northrop, Wilkins, and Tresan
NOES: President Lewis
ABSENT: None
ABSTAIN: None

Motion passed.

10. Discussion on energy use, conservation, and recovery.

Mr. Griffin provided an update to the Board of Directors on the status of the Sustainable Energy & Economic Development Fund and Collaborative Solar Initiative program (SEED) and informed them the SEED program team will perform an Agency site visit and hold a workshop at South Lake Tahoe by the end of the month. After Board discussion, staff was directed to meet with the SEED representatives, learn more about the program, and provide an update at the next meeting.

11. Discussion on potentially changing the date and time of the regular Board of Directors meetings.

Mr. Griffin discussed the potential to change the date and time of regular Board of Directors meeting from the existing schedule of the second Wednesday of the calendar month at 9:00 AM. After Board discussion, staff was directed to revisit the potential change at the end of the calendar year.

VI. Management Team Reports

1. Department Reports.

Mr. Peak provided an update on current and past projects for the operations department and reported that the all waste discharge requirements were met for the month.

Mr. Pallante provided an update on current and past projects for the maintenance department.

Mr. Parker provided an update on current and past projects for the engineering department.

Mrs. Chavez provided an update on current and past projects for the administration department.

No action was taken by the Board.

2. General Manager Report

Mr. Griffin provided an update on the status of various ongoing projects, none of which required action by the Board.

No action was taken by the Board.

VII. Board of Director Comment

Director Tresan thanked Mrs. Chavez and staff for providing additional support related to the implementation of the Agency's new connection fee schedule and permit portal to TSD staff. He also thanked Mr. Peak and his staff for their assistance with water quality sampling as well.

Director Cox provided an update on the SVPSD siphon project and recommended the other directors and Agency staff visit the site during construction.

President Lewis commended Agency staff for the increased public transparency and recommended the Agency allow staff sufficient time to review their job descriptions for the Classification and Compensation Study.

VIII. Closed Session

The Board went into closed session with legal counsel and Mr. Griffin at 10:41 AM.

1. Closed session conference with legal counsel regarding existing adjudicatory administrative proceeding, IBEW Local 1245 v. Agency (Public Employee Relations Board Case No. SA-CE-1056-M) under Government Code section 54956.9(d)(1) (IBEW unfair labor practice charge).
2. Closed session for public employee discipline/dismissal/release.

The meeting was reopened at 11:23 AM with no action to report from closed session.

IX. ADJOURNMENT

There being no further business, the meeting was adjourned at 11:23 AM.

LaRue Griffin
Secretary to the Board

Approved: _____

DRAFT



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: IV-2
Subject: Approval of general fund warrants

Background

Warrants paid and payable for the previous calendar month(s).

Fiscal Impact

Decrease in Agency general fund per the warrant amounts.


Attachments

Report of general fund warrants.

Recommendation

Management recommends approval of the general fund warrants paid and payable.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Electronic Transfer Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
EMPLOYMENT DEVELOPMENT DEPARTMENT				
	1112631	6/17/2019	FOR PAYROLL ENDING 061519	12,631.25
	1112644	6/28/2019	STATE PAYROLL TAX	17,266.56
			Total:	29,897.81
FEDERAL TAXES/EFTPS				
	1112632	6/17/2019	FOR PAYROLL ENDING 061519	32,527.98
	1112643	6/28/2019	FEDERAL TAX DEPOSIT	45,171.49
			Total:	77,699.47
FIRST US COMMUNITY CREDIT UNION				
	1112634	6/17/2019	PAYROLL DEPOSITS	3,200.00
	1112642	6/28/2019	PAYROLL DEPOSITS	3,200.00
			Total:	6,400.00
NATIONWIDE RETIREMENT SOLUTIONS				
	1112635	6/17/2019	DEFERRED COMP DEPOSITS	4,399.96
	1112641	6/28/2019	DEFERRED COMP DEPOSITS	4,399.96
			Total:	8,799.92
NAVIA BENEFIT SOLUTIONS				
	1112633	6/17/2019	HRA DISBURSEMENTS	1.69
	1112645	6/28/2019	HRA DISBURSEMENTS	1,612.72
			Total:	1,614.41
PERS 457 PLAN				
	1112637	6/17/2019	DEFERRED COMP DEPOSITS	7,332.37
	1112640	6/28/2019	DEFERRED COMP DEPOSITS	7,332.37
			Total:	14,664.74
PERS-HEALTH PREMIUM				
	1112630	6/5/2019	HEALTH PREM RETIREES	146,926.01
			Total:	146,926.01
PERS-RETIREMENT				
	1112629	6/5/2019	FOR PAYROLL ENDING 053119	40,221.76
	1112638	6/18/2019	FOR PAYROLL ENDING 061519	39,810.26
			Total:	80,032.02
U.S. BANK BANK CARD DIVISION				
	1112639	6/24/2019	CREDIT CARD PAYMENT	13,416.12
			Total:	13,416.12
Electronic Transfer Total				379,450.50



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
ACCURATE AIR ENGINEERING				
	78138	6/12/2019	PLANT AIR DRYER	3,313.23
	78138	6/12/2019	STOCK PLANT AIR COMPRESS	2,035.62
			Total:	5,348.85
AIRGAS USA, LLC				
	78139	6/12/2019	CYLINDER RENTALS	179.35
			Total:	179.35
ALLIED ELECTRONICS				
	78140	6/12/2019	BELDEN WIRE AND CABLE	256.00
			Total:	256.00
ALPHA ANALYTICAL, INC.				
	78141	6/12/2019	2ND QTR WELLS RIVERS	475.00
	78141	6/12/2019	APRIL TOCS	750.00
	78141	6/12/2019	2ND QTR WELLS RIVERS	125.00
	78141	6/12/2019	APRIL TOCS	150.00
	78141	6/12/2019	APRIL BARIUMS	385.00
	78141	6/12/2019	APRIL BARIUMS	70.00
	78141	6/12/2019	MARCH 2019 WELL BARIUMS	350.00
	78141	6/12/2019	MARCH 2019 WELL BARIUMS	70.00
	78141	6/12/2019	2ND QTR WELLS RIVERS	1,085.00
	78141	6/12/2019	APRIL TOCS	400.00
			Total:	3,860.00
AMAZON CAPITAL SERVICES				
	78142	6/12/2019	SUNSCREEN	38.84
	78142	6/12/2019	CHEM SUIT RESTOCK	(313.60)
	78142	6/12/2019	CHEM SUIT RESTOCK	784.00
	78142	6/12/2019	CHEM SUIT RESTOCK	1,159.42
			Total:	1,668.66
AMERICAN EQUIPMENT, INC.				
	78143	6/12/2019	REPAIR WELD SHOP HOIST	693.70
	78143	6/12/2019	REPAIR WELD SHOP HOIST	2,044.65
			Total:	2,738.35
AMERIPRIDE UNIFORM SERVICES				
	78144	6/12/2019	AMERIPRIDE	545.80
	78144	6/12/2019	AMERIPRIDE	543.17
	78144	6/12/2019	AMERIPRIDE	558.53
	78144	6/12/2019	AMERIPRIDE	558.12
	78144	6/12/2019	CREDIT FOR LARUE	(3.80)
			Total:	2,201.82
AMY KYLBERG				
	78245	6/12/2019	SERVICE CHARGE REFUND	20.00
			Total:	20.00
AT & T 530-582-0827 966 5				
	78147	6/12/2019	TELEPHONE 966 BILL	1,204.01
			Total:	1,204.01
AT & T ACCT #171-800-7674 001				
	78146	6/12/2019	TELEPHONE 001 BILL	958.56
			Total:	958.56



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
AT & T ACCT 831-000-6939 380				
	78145	6/12/2019	TELEPHONE 380 BILL	1,320.69
			Total:	1,320.69
AVAYA, INC.				
	78148	6/12/2019	AVAYA QRTLTY BILLING	837.48
			Total:	837.48
BARE BONES WORK WEAR				
	78149	6/12/2019	JACKET, JAIME	56.33
			Total:	56.33
BARTKIEWICZ, KORNICZ & SHANAHAN				
	78270	6/5/2019	LEGAL SVC BARTKIEWICZ	10,076.75
			Total:	10,076.75
BATTERY SYSTEMS OF RENO				
	78150	6/12/2019	BATTERY FOR CAT GENERATOR	400.58
			Total:	400.58
BLAKE TRESAN				
	78258	6/12/2019	JUNE BOARD MEETING	100.00
			Total:	100.00
BRADY INDUSTRIES				
	78151	6/12/2019	STOCK	399.00
	78151	6/12/2019	TOWELS	235.30
			Total:	634.30
CAROLLO				
	78152	6/12/2019	MASTER SEWER PLAN	52,546.25
			Total:	52,546.25
CASHMAN EQUIPMENT CO.				
	78153	6/12/2019	CABLES FOR VHCT-10	85.63
	78153	6/12/2016	BATTERIES FOR VHCT-10	697.02
	78153	6/12/2019	FOR PM BACKHOE PARTIAL PAY	1,118.17
	78153	6/12/2019	BATTERY CABLES FOR VHCT10	76.51
			Total:	1,977.33
CATALYST BUILDERS				
	77312	11/16/2018	SERVICE CHARGE REFUND	(76.50)
			Total:	(76.50)
CH2M HILL				
	78269	6/27/2019	TASK ORDER# 31 AVERY HOTEL	3,661.11
			Total:	3,661.11
CHRIS GATEWOOD INDUSTRIES, INC				
	78154	6/12/2019	GREASER CENTRIFUGE #1	1,644.26
			Total:	1,644.26
CLARK PEST CONTROL				
	78229	6/12/2019	CLARK PEST MONTHLY	275.00
	78229	6/12/2019	CLARK PEST MONTHLY	275.00
	78229	6/12/2019	PEST CLARK MONTHLY	275.00
			Total:	825.00



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
CONSOLIDATED ELECTRICAL DIST.				
	78155	6/12/2019	THHN GREEN WIRE	131.75
			Total:	131.75
COPERION KTRON PITMAN, INC.				
	78181	6/12/2019	VOLUMETRIC FEEDERS RESTOC	766.41
			Total:	766.41
CORELOGIC INFORMATION SOLUTIONS, IN				
	78253	6/12/2019	CORELOGIC MONTHLY	679.41
	78156	6/12/2019	CORELOGIC BILL	450.00
			Total:	1,129.41
CWEA				
	78157	6/12/2019	CERT RENEW, REDMOND	97.00
	78157	6/12/2019	CERT RENEW, PARRISH	276.00
	78157	6/12/2019	MEMBER RENEW, ZARATE	188.00
	78157	6/12/2019	MEMBER RENEW, SHOUSE	188.00
	78157	6/12/2019	CERT COLLECT SYST, BILL	87.00
	78157	6/12/2019	CERT RENEW, PALLANTE	199.00
			Total:	1,035.00
CWEA-SIERRA SECTION				
	78259	6/12/2019	2019 ANNUAL SAFETY DAY	1,310.00
	78158	6/12/2019	2019 ANNUAL SAFETY DAY	0.00
			Total:	1,310.00
CYBER MARKETING NETWORK, INC.				
	78208	6/12/2019	SUMMER BOOTS, FISCHER	211.62
	78208	6/12/2019	SUMMER BOOTS, KILLGORE	170.21
			Total:	381.83
DALE COX				
	78248	6/12/2019	REIMBURSEMENT	134.00
	78248	6/12/2019	JUNE BOARD MEETING	100.00
	78260	6/17/2019	REIMBURSEMENT	195.42
	78260	6/17/2019	REIMBURSEMENT	58.70
	78271	6/27/2019	DIRECTOR FEES	500.00
			Total:	988.12
DAMORE, HAMRIC & SCHNEIDER				
	78159	6/12/2019	NEW FINANCIAL REPORT	5,625.00
			Total:	5,625.00
DAN WILKINS				
	78249	6/12/2019	JUNE BOARD MEETING	100.00
			Total:	100.00
DEBRA WILSON				
	78262	6/25/2019	SERVICE CHARGE REFUND	30.33
			Total:	30.33



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
DELL COMPUTER CREDIT				
	78160	6/12/2019	DELL OPTIPLEX	1,064.06
	78160	6/12/2019	OPTIPLEX 3060 DELL	623.43
	78160	6/12/2019	DELL DESKTOP FOR JAY	1,406.65
	78160	6/12/2019	NEW DELL SERVER	4,879.36
			Total:	7,973.50
DIGI-KEY				
	78161	6/12/2019	AXIAL FAN	70.14
			Total:	70.14
DURAWEAR				
	78162	6/12/2019	CARTIDGE,PARTICULAT FIL	941.21
			Total:	941.21
E & M ELECTRIC				
	78163	6/12/2019	METHANOL PUMP #2	309.91
	78163	6/12/2019	YEARLY WONDERWARE RENEW	18,965.00
	78163	6/12/2019	METHANOL PUMP #2	309.91
			Total:	19,584.82
EASTERN REGIONAL LANDFILL				
	78164	6/12/2019	DESK DUMP RUN	85.02
	78164	6/12/2019	DESK DUMP RUN	188.76
			Total:	273.78
ENVIRONMENTAL EXPRESS				
	78165	6/12/2019	COD DIGESTION VIALS	2,250.40
			Total:	2,250.40
FEDERAL EXPRESS				
	78230	6/12/2019	SHIPPING CHARGES	76.34
	78230	6/12/2019	SHIPPING CHARGES	161.04
			Total:	237.38
FERGUSON ENTERPRISES, INC #1423				
	78166	6/12/2019	PVC PE PIPE	135.77
	78166	6/12/2019	SPEED RAIL ROUND FLANGE	193.52
			Total:	329.29
FISHER SCHIENTIFIC COMPANY				
	78167	6/12/2019	PUMP VALVE CART FINAL PAY	565.01
			Total:	565.01
FLUID COMPONENTS INTERNATIONAL LLC				
	78168	6/12/2019	BLOWER #2 CALIBRATION	844.19
			Total:	844.19
GAREN AVANESSIAN				
	78228	6/12/2019	SERVICE CHARGE REFUND	81.31
			Total:	81.31
GCR TIRES AND SERVICE				
	78169	6/12/2019	TIRES & LABOR VHCT#10 & 6	4,991.75
			Total:	4,991.75



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
GETGO, INC.				
	78170	6/12/2019	GETGO MONTHLY BILL	39.00
			Total:	39.00
GLOBAL INDUSTRIAL				
	78172	6/12/2019	WARNING LIGHT FOR MSA CL2	592.99
			Total:	592.99
GLOBAL INDUSTRIAL EQUIPMENT				
	78171	6/12/2019	CYLINDER STORAGE CABINET	991.35
			Total:	991.35
GRAINGER INC, W.W.				
	78174	6/12/2019	RESTOCK	370.23
	78174	6/12/2019	PIPE DIES SET	218.23
	78174	6/12/2019	MASTERLOCK	84.10
	78174	6/12/2019	WAREHOUSE STOCK	90.61
	78174	6/12/2019	RESTOCK	555.32
	78174	6/12/2019	RESTOCK	366.13
	78174	6/12/2019	WAREHOUSE STOCK	46.24
			Total:	1,730.86
HACH CHEMICAL COMPANY				
	78175	6/12/2019	PH BUFFER, CHLORIDE STD	471.76
	78175	6/12/2019	FINAL EFFLUENT PH PROBE	101.05
	78175	6/12/2019	STABLCAL STD	180.01
	78175	6/12/2019	FLOW SENSOR	352.91
	78175	6/12/2019	STABLCAL STD 500 ML	116.20
	78175	6/12/2019	FLOW THROUGH CELL	803.23
	78175	6/12/2019	SIPPER-SCHLAUCHSATZ	763.16
	78175	6/12/2019	FINAL PAY	2,341.45
	78175	6/12/2019	DESICCANT REFILL	48.91
			Total:	5,178.68
HDR ENGINEERING, INC.				
	78176	6/12/2019	CONN FEE STUDY	264.17
			Total:	264.17
ILEANA VASSILIOU				
	78243	6/12/2019	ILIANA TRAINING	2,200.00
			Total:	2,200.00
INFOSEND				
	78255	6/12/2019	LATE NOTICE BILLING	799.57
			Total:	799.57
J & L PRO KLEEN, INC.				
	78177	6/12/2019	MONTHLY JANITORIAL	2,300.00
			Total:	2,300.00
JAIME GARCIA				
	78234	6/12/2019	REIMBURSEMENT	400.00
			Total:	400.00
JEFF CLAUSSEN				
	78010	5/8/2019	CERT RENEW, CLAUSSEN	(87.00)
	78222	6/12/2019	CERT RENEW, CLAUSSEN	87.00
			Total:	0.00



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
JENNY THELEEN				
	77959	4/5/2019	SERVICE CHARGE REFUND	2,295.00
	77999	5/1/2019	SVC CHARGE REFUND	(2,295.00)
			Total:	0.00
JEROME PREISS, AIMS TEAM LLC				
	78257	6/12/2019	INVOICE #2	22,955.61
			Total:	22,955.61
JOHN MCDERMOTT				
	76941	9/21/2018	SERVICE CHARGE REFUND	(319.98)
			Total:	(319.98)
JOHNSON CONTROLS FIRE PROTECTION LP				
	78178	6/12/2019	INSPECTION	1,988.00
			Total:	1,988.00
JON NORTHPROP				
	78250	6/12/2019	REIMBURSEMENT	219.80
	78250	6/12/2019	JUNE BOARD MEETING	100.00
	78250	6/12/2019	REIMBURSEMENT	400.00
	78250	6/12/2019	REIMBURSEMENT	219.80
			Total:	939.60
JOSE DE JESUS ZARATE				
	78235	6/12/2019	REIMBURSEMENT	117.99
			Total:	117.99
KEN GRADY CO., INC.				
	78173	6/12/2019	WO #61878	1,074.73
	78173	6/12/2019	WO# 61878	4,021.11
			Total:	5,095.84
KONICA MINOLTA BUSINESS SOLUTIONS				
	78266	6/25/2019	KONICA MONTHLY BILL	127.22
			Total:	127.22
KRISTIN DAVIS				
	78180	6/12/2019	REIMB WORK PANTS, K. DAVIS	225.82
	78180	6/12/2019	REIMBURSEMENTS	440.00
	78233	6/12/2019	REIMBURSEMENT	150.00
			Total:	815.82
KRISTIN SCHRANDT				
	78205	6/12/2019	REIMB WORK PANTS, SCHRANDT	157.98
			Total:	157.98
LHOIST NORTH AMERICA				
	78182	6/12/2019	HYDRATED LIME	8,510.65
			Total:	8,510.65
LIBERTY UTILITIES				
	78256	6/12/2019	ELECTRIC BILL	40.76
	78236	6/12/2019	ELECTRIC BILL	18.95
	78236	6/12/2019	ELECTRIC BILL	23.40
	78256	6/12/2019	ELECTRIC BILL	20.08
			Total:	103.19



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
LORENZ & FRANCIS ROBINSON				
	78247	6/12/2019	SERVICE CHARGE REFUND	510.12
			Total:	510.12
MAGID GLOVE & SAFETY CO LLC				
	78184	6/12/2019	ACID GAS CARTRIDGE	416.98
	78184	6/12/2019	GAS VAPOR CARTRIDGE	197.77
			Total:	614.75
MARCAB COMPANY, INC.				
	78185	6/12/2019	H2S REMOVAL	2,587.32
			Total:	2,587.32
MICHAEL OLIVER				
	77430	12/7/2018	E16-300-46-100	(12.44)
			Total:	(12.44)
MIKE AND LOU ANN MICUCCI				
	78272	6/27/2019	SERVICE CHARGE REFUND	5,000.00
	78272	6/27/2019	SERVICE CHARGE REFUND	(5,000.00)
	78273	6/27/2019	CONN FEE REFUND	5,000.00
			Total:	5,000.00
MMS WEST				
	78186	6/12/2019	MMS WEST BILL	397.10
			Total:	397.10
MOUNTAIN HARDWARE				
	78187	6/12/2019	RESTOCK	342.70
	78187	6/12/2019	SHEETROCK	5.95
	78187	6/12/2019	CLEANER DRANO	21.61
			Total:	370.26
NADINE MILHAM				
	77724	2/25/2019	SERVICE CHARGE REFUND	(284.36)
	78224	6/12/2019	SERVICE CHARGE REFUND	284.36
			Total:	0.00
NAPA-SIERRA				
	78188	6/12/2019	LUBE FOR VHCL #08	7.49
	78188	6/12/2019	OIL FILTERS	81.61
	78188	6/12/2019	FLUID FOR VHCL #08	7.79
	78188	6/12/2019	ROTOR & PADS FOR VHCL 08	402.16
			Total:	499.05
NEW PIG CORPORATION				
	78189	6/12/2019	ROOF LEAK DIVERTER	162.24
			Total:	162.24



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
NEWEGG, INC				
	78190	6/12/2019	APC REPLACEMENT BATTERY	256.33
	78190	6/12/2019	SWANSON TOOL	75.10
	78190	6/12/2019	APC MODEL	97.82
	78190	6/12/2019	SWANSON TOOL	20.25
	78190	6/12/2019	CE CORTEL ITT	47.66
	78190	6/12/2019	TRIPP LITE ISOBLOK	61.55
	78190	6/12/2019	LABELER FOR IT EQUIP.	232.96
	78190	6/12/2019	POE INJECTOR	168.87
	78190	6/12/2019	PRIVACY SCREEN FOR M. PEAK	148.96
			Total:	1,109.50
NORTHERN SIERRA AQMD				
	78191	6/12/2019	VAPOR RECOVERY PERMIT	52.31
			Total:	52.31
OFFICE DEPOT				
	78192	6/12/2019	OFFICE SUPPLIES	220.16
	78192	6/12/2019	OFFICE SUPPLIES	7.88
	78192	6/12/2019	OFFICE SUPPLIES	54.10
	78192	6/12/2019	OFFICE SUPPLIES	15.82
	78192	6/12/2019	OFFICE SUPPLIES	51.09
	78192	6/12/2019	OFFICE SUPPLIES	15.82
	78192	6/12/2019	OFFICE SUPPLIES	76.84
	78192	6/12/2019	OFFICE SUPPLIES	205.66
			Total:	647.37
O'REILLY AUTO PARTS				
	78265	6/25/2019	PERMATEX	55.29
			Total:	55.29
PAT SOUZA				
	78264	6/25/2019	SERVICE C HARGE REFUND	76.53
			Total:	76.53
PAYMENTUS GROUP, INC.				
	78261	6/17/2019	TRANSACTION FEES	183.00
			Total:	183.00
PD BLOWERS, INC.				
	78193	6/12/2019	FLANGED SILENCER	1,185.74
			Total:	1,185.74
PETTY CASH				
	78268	6/27/2019	PETTY CASH REIMB	191.20
			Total:	191.20
PINNACLE TOWERS INC.				
	78194	6/12/2019	TOWER RENTAL	687.61
			Total:	687.61
PLATT ELECTRIC COMPANY				
	78195	6/12/2019	KNOCKOUT SEAL 3 PIECE	53.19
	78195	6/12/2019	STOCK	397.81
	78195	6/12/2019	BLACK THN STRANDED COPPER	71.15
			Total:	522.15



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
PRAXAIR DISTRIBUTION, INC.				
	78196	6/12/2019	CYLINDER RENTAL	67.33
	78196	6/12/2019	CYLINDER RENTAL	65.40
			Total:	132.73
PROGRESSIVE BUSINESS PUBLICATIONS				
	78197	6/12/2019	ENVIRONMENTAL COMPLIANCE	299.00
			Total:	299.00
RAGLEN SYSTEM BALANCE, INC.				
	78199	6/12/2019	TEST & BALANCE SVC RENEW	1,850.00
			Total:	1,850.00
R.F. MCDONALD				
	78267	6/25/2019	3RD QTR AEP MAINT.	3,262.50
	78267	6/25/2019	4TH QTR AEP MAINT.	3,262.50
			Total:	6,525.00
REXEL				
	78200	6/12/2019	DE-ION SWITCH	607.55
	78200	6/12/2019	BIZLINE,BULLET CONNECTOR	204.15
			Total:	811.70
ROSHELLE CHAVEZ				
	78225	6/12/2019	REIMB CELL PHONE CHAVEZ	42.80
	78232	6/12/2019	REIMBURSEMENT	57.09
	78232	6/12/2019	REIMBURSEMENT	59.35
	78232	6/12/2019	REIMBURSEMENT	122.10
	78232	6/12/2019	REIMBURSEMENT	139.77
			Total:	421.11
ROY SMITH COMPANY				
	78201	6/12/2019	LIQUID OXYGEN	1,938.61
	78201	6/12/2019	LIQUID OXYGEN	1,344.29
	78201	6/12/2019	LIQUID OXYGEN	106.13
			Total:	3,389.03
ROYCE JOHNSON				
	78263	6/25/2019	SERVICE CHARGE REFUND	170.60
			Total:	170.60
RYAN HERCO PRODUCTS CORP.				
	78202	6/12/2019	WO #61207	525.95
			Total:	525.95
S. LANE LEWIS				
	78251	6/12/2019	REIMBURSEMENT	1,905.00
	78223	6/12/2019	BOARD MEETING	100.00
	76416	5/9/2018	BOARD MEETING	(100.00)
	78251	6/12/2019	JUNE BOARD MEETING	100.00
			Total:	2,005.00
SAFETY-KLEEN CORP.				
	78203	6/21/2019	SVC AGREEMENT	466.69
	78203	6/21/2019	STOCK FOR OIL CHANGES	152.64
			Total:	619.33



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
SANTA CLARA SYSTEMS				
	78204	6/12/2019	CAUSTIC CONTAINMENT	1,330.85
			Total:	1,330.85
SHARON HEINSEN				
	78244	6/12/2019	SERVICE CHARGE REFUND	21.51
			Total:	21.51
SHRED-IT USA				
	78244	6/12/2019	MONTHLY SHRED IT	207.90
			Total:	207.90
SIERRA SYSTEMS, INC.				
	78207	6/12/2019	SIERRA SYST-AS400 SUPPORT	600.00
			Total:	600.00
SMARTCOVER SYSTEMS				
	78252	6/12/2019	PILOT PROGRAM FOR TESTING	4,920.76
			Total:	4,920.76
SOUTHWEST GAS CORP.				
	78231	6/12/2019	NATURAL GAS BILL	1,567.86
	78231	6/12/2019	NATURAL GAS BILL	218.34
			Total:	1,786.20
STANDARD INSURANCE-DENTAL				
	78221	6/5/2019	DENTAL INSURANCE PREMIUMS	8,198.36
			Total:	8,198.36
STANDARD INSURANCE-LIFE				
	78220	6/5/2019	LIFE INSURANCE PREMIUMS	2,243.32
			Total:	2,243.32
TAHOE CITY PUD				
	78136	6/3/2019	DAILY RENTAL & WATER FEE	41.00
	78137	6/3/2019	USAGE DEPOSIT	121.20
			Total:	162.20
TAHOE FOREST HOSPITAL				
	78209	6/12/2019	EMPLOYEE SCREENING	377.00
			Total:	377.00
TAHOE TRUCKEE DISPOSAL				
	78238	6/12/2019	MAY CENTRIFUGE	6,633.68
	78238	6/12/2019	MAY SLUDGE	7,487.77
			Total:	14,121.45
TELSTAR				
	78240	6/12/2019	STOCK FOR CL2 SWITCHOVER	6,514.40
	78241	6/12/2019	YEARLY REPLACE REG EXHAUS	1,259.62
			Total:	7,774.02
THATCHER COMPANY OF CA, INC.				
	78210	6/12/2019	CHLORINE	7,520.00
	78210	6/12/2019	CHLORINE EMPTIES	(4,000.00)
			Total:	3,520.00



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
THE SHOE DOCTOR LLC				
	78211	6/12/2019	BOOTS, DUSTIN, MARTIN	419.90
			Total:	419.90
THERESA CHARTER				
	78246	6/12/2019	SERVICE CHARGE REFUND	71.71
			Total:	71.71
THOMSON WEST				
	78212	6/12/2019	THOMSON WEST MONTHLY	325.00
			Total:	325.00
TIMOTHY HOMER				
	78227	6/12/2019	SERVICE CHARGE REFUND	38.93
			Total:	38.93
TOM LOCKE				
	76827	8/22/2018	SERVICE CHARGE REFUND	(17.60)
			Total:	(17.60)
TROY KILLGORE				
	78179	6/12/2019	REIMBURSEMENT	180.00
			Total:	180.00
TRUCKEE DONNER PUD				
	78198	6/12/2019	ELECTRIC BILL	80.21
	78198	6/12/2019	ELECTRIC BILL	51.86
	78198	6/12/2019	ELECTRIC BILL	27.32
	78198	6/12/2019	ELECTRIC/WATER BILL	67,971.85
			Total:	68,131.24
TRUCKEE TAHOE LUMBER				
	78239	6/12/2019	SCREW DE,STK	8.11
			Total:	8.11
TRUCKEE TIRE				
	78213	6/12/2019	NEW TIRES FOR VHCL #26	707.52
			Total:	707.52
ULINE				
	78214	6/12/2019	ACRYLIC EARPLUG DISPENSER	281.66
	78214	6/12/2019	WORKBENCH FOR PAINTSHOP	786.09
			Total:	1,067.75
VARIED PRODUCTS				
	78215	6/12/2019	NITRILE GLOVES	653.65
	78215	6/12/2019	PRO TOWELS	468.59
			Total:	1,122.24
VERIZON WIRELESS				
	78242	6/12/2019	VERIZON BILL	468.68
			Total:	468.68
VICKY LUFRANO				
	78226	6/12/2019	REIMB CELL PHONE LUFRANO	42.80
	78183	6/12/2019	REIMBURSEMENTS	400.00
	78254	6/12/2019	REIMB RENEW MEMBERSHIP	225.00
			Total:	667.80



Tahoe-Truckee Sanitation Agency
 Accounts Payable
 Print Check Detail
 06/01/2019 - 06/30/2019

Vendor	Check No.	Check Date	Check Description	Amount
VOID ZERO AMOUNT CHECKS VENDOR				
	78237	6/12/2019	PRINTING ERROR	0.00
	1112636	6/17/2019	PRINTING ERROR	0.00
			Total:	0.00
WESTERN NEVADA SUPPLY				
	78216	6/12/2019	WESTERN NV SUPPLIES	140.74
	78216	6/12/2019	WESTERN NV SUPPLIES	167.46
			Total:	308.20
YORKE ENGINEERING, INC.				
	78217	6/12/2019	CONSULTING EMISSION COMP	3,327.75
			Total:	3,327.75
YP				
	78218	6/12/2019	MONTHLY DEX	10.36
			Total:	10.36
ZORO				
	78219	6/12/2019	BUSHING,SILICONE	230.26
	78219	6/12/2019	SUPER SAWZALL	41.53
	78219	6/12/2019	STOCK #62642	510.73
	78219	6/12/2019	CHLORINE TABLET	335.33
	78219	6/12/2019	Y STRAINER	60.96
	78219	6/12/2019	STORAGE FOR VHCT-22	19.17
			Total:	1,197.98
Print Check Total				351,956.04



Tahoe-Truckee Sanitation Agency
Accounts Payable
Payroll and General Fund Warrant Summary
06/01/2019 - 06/30/2019

Description	Pay Date	Amount
Payroll	06/16/19	157,455.41
Payroll	06/28/19	158,658.09
Payroll	06/28/19	46,375.69
Payroll Total		362,489.19

General Fund Warrant Summary	Amount
Print Check Total	351,956.04
Electronic Transfer Total	379,450.50
Payroll Total	362,489.19
Warrant Total	1,093,895.73



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: V-1
Subject: Public hearing for public comment related to the Board's consideration of adopting a resolution of the Board to adopt a report on delinquent charges and authorizing their collection on the tax roll

Background

The Agency annually considers adding delinquent charges to the county tax rolls for collection by the county tax collectors through the tax collection process. Staff has prepared a report showing the fiscal year 2018-19 delinquencies. State law requires the Board to hold a noticed public hearing prior to adopting the report and adding the delinquencies to the tax rolls. In accordance with Health and Safety Code Section 5473.2, "the legislative body shall hear and consider all objections or protests, if any, to said report (report of delinquent charges) referred to in said notice...If the legislative body finds that protest is made by the owners of a majority of separate parcels of property described in the report, then the report shall not be adopted and the charges shall be collected separately from the tax roll and shall not constitute a lien against any parcel or parcels of land."

Fiscal Impact

None.

Attachments

Public hearing notice.

Recommendation

Management and staff recommend the Board of Directors hear public comment and consider whether there is a majority protest.

Review Tracking

Submitted By:

Roshelle Chavez
Administrative Services Manager

Approved By:

LaRue Griffin
General Manager

TAHOE-TRUCKEE SANITATION AGENCY



A Public Agency
13720 Butterfield Drive
TRUCKEE, CALIFORNIA 96161
(530) 587-2525 • FAX (530) 587-5840

Directors

S. Lane Lewis: President
Dale Cox: Vice President
Jon Northrop
Dan Wilkins
Blake Tresan

General Manager

LaRue Griffin

T-TSA BOARD OF DIRECTORS **NOTICE OF PUBLIC HEARING**

Date: Wednesday, July 10, 2019

Time: 9:00 AM

Place: Board Room, Tahoe-Truckee Sanitation Agency, 13720 Butterfield Drive, Truckee, CA

NOTICE OF THE FILING OF A WRITTEN REPORT WITH THE SECRETARY OF THE TAHOE-TRUCKEE SANITATION AGENCY PURSUANT TO SECTIONS 5473 ET SEQ OF THE HEALTH AND SAFETY CODE AND OF THE TIME AND PLACE OF HEARING THEREON BY THE BOARD OF DIRECTORS OF TAHOE-TRUCKEE SANITATION AGENCY.

Notice is hereby given that a written report has been prepared and filed with the Secretary of the Tahoe-Truckee Sanitation Agency containing a description of each parcel of real property receiving sewerage services during the fiscal year July 1, 2018 through June 30, 2019, whose service charges and/or connection charges are delinquent, and the amount of the charge for each parcel for said fiscal year, together with penalties thereon, which are unpaid, computed in conformity with the charges prescribed by Ordinances 3-90, 1-91, and 2-91, as amended, of Tahoe-Truckee Sanitation Agency. Service charges and/or connection charges billed to your property are delinquent; and said delinquent charges, together with penalties thereon, are described in the report. You may contact the Tahoe-Truckee Sanitation Agency office to find out the exact amount of such delinquent charges and penalties.

Notice is further given that Wednesday, July 10, 2019 at 9:00 AM at the Board meeting room of the Board of Directors of Tahoe-Truckee Sanitation Agency, 13720 Butterfield Drive, off Highway 267, Truckee, California, is the time and place for a public hearing on said report. At said public hearing, the Board of Directors will hear and consider all objections and protests to said written report.

Notice is further given that if the Board of Directors of Tahoe-Truckee Sanitation Agency adopts said report, or revises, changes, reduces, or modifies any charge thereon, that the unpaid charges, together with penalties thereon, for said year, as stated in the adopted report, shall be added to the assessment roll for the purpose of collecting such charges, shall constitute a lien against the respective parcels of real property described in the adopted report, and shall be included by the tax collector on bills for taxes levied against the respective parcels of real property and be collected in the same manner, at the same time, and by the same person as are taxes for Tahoe-Truckee Sanitation Agency.

Posted and Mailed, June 1, 2019

LaRue Griffin, Secretary to the Board



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: V-2
Subject: Approval of Resolution No. 6-2019 to adopt a report on delinquent charges and authorize their collection on the tax roll

Background

T-TSA has imposed and billed charges for the July 1, 2018 to June 30, 2019 fiscal year and some unpaid charges are now delinquent. Resolution No. 6-2019 adopts a written report of delinquent charges and directs the auditors of Nevada, Placer, and El Dorado Counties to enter the amounts of the unpaid charges, together with penalties thereon, against the respective parcels of land shown on the report of delinquent charges.

Fiscal Impact

Increase in Agency funds due to collection of delinquent charges:

- County of Nevada = \$126,415.64
- County of Placer = \$161,235.22
- County of El Dorado = \$15,984.16


Attachments

Resolution No. 6-2019 and report of delinquent charges for Nevada, Placer, and El Dorado Counties as of July 1, 2019. It should be noted the attached reports may differ from actual reports should delinquent accounts be paid prior to adoption of the resolution.

Recommendation

Management and staff recommend approval of Resolution No. 6-2019 to adopt a report on delinquent charges and authorize their collection on the tax roll.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

RESOLUTION 6-2019

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TAHOE-TRUCKEE SANITATION AGENCY ADOPTING REPORT ON DELINQUENT CHARGES AND AUTHORIZING THEIR COLLECTION ON THE TAX ROLL PURSUANT TO HEALTH AND SAFETY CODE SECTION 5473, ET SEQ.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Tahoe-Truckee Sanitation Agency as follows:

1. The Board of Directors, by a 2/3 vote of its members, has previously adopted Ordinance No. 3-90 that authorized the Tahoe-Truckee Sanitation Agency to collect delinquent sewer service and connection charges (together with penalties and interest) on the county tax roll and, since then, the Tahoe-Truckee Sanitation Agency has from time to time adopted and amended sewer service and connection charges. The Tahoe-Truckee Sanitation Agency has imposed and billed charges for the July 1, 2018 to June 30, 2019 fiscal year and some unpaid charges are now delinquent. The Board elects to collect those delinquent charges, together with penalties and interest, on the county tax roll.
2. A written report was prepared and filed on July 10, 2019, with the Secretary of the Tahoe-Truckee Sanitation Agency containing a description of each parcel of real property receiving sewage service whose service charges and/or connection charges are delinquent, and of the amount of delinquent charges for each parcel for said fiscal year, together with penalties thereon.
3. A notice of the filing of said report and of the time and place of hearing thereon, to wit, July 10, 2019, at 9:00 AM at the Board of Directors Meeting Room of Tahoe-Truckee Sanitation Agency, has been printed and published in a newspaper of general circulation within the Tahoe-Truckee Sanitation Agency area pursuant to Section 6066 of the Government Code and was mailed to each affected property owner on June 3, 2019.
4. The Board of Directors of Tahoe-Truckee Sanitation Agency held said public hearing on said written report at the time and place specified in said notice, considered all objections and protests, if any, to said report, and finds at the conclusion of said hearing that any protests made, either written or oral, do not constitute a majority of the separate parcels of property described in the report.
5. The Board of Directors also finds that some delinquent service charges and connection fees for the fiscal year July 1, 2018 through June 30, 2019, unpaid on the date that said written report was submitted and filed with the Secretary of the Board of Directors, have been paid; and that said report should be revised to eliminate from said report all such delinquent charges which have been paid by owners of real property described therein prior to the adoption of this Resolution.

6. The Board of Directors, based upon the findings hereinabove set forth, hereby adopts said written report as revised and directs that copies of said written report be filed with the Auditors of Nevada, Placer, and El Dorado Counties with a statement endorsed thereon that the same has been adopted by the Board of Directors of Tahoe-Truckee Sanitation Agency.
7. The Board of Directors by this Resolution directs the Auditors of Nevada, Placer, and El Dorado Counties to enter the amounts of the unpaid charges, together with penalties thereon, against the respective parcels of land shown on said report as revised, as they appear on the current assessment roll pursuant to Health and Safety Code Section 5473.4.
8. Said charges, including penalties, shall thereafter constitute a lien upon and be included on a bill for taxes levied against said parcels, shall be collected together with and not separately from taxes for Tahoe-Truckee Sanitation Agency, and the levy, collection and enforcement of general taxes shall be applicable to such charges, all as more particularly set forth in Sections 5473.5, 5473.6, 5473.7, and 5473.8 of the Health and Safety Code.

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Tahoe-Truckee Sanitation Agency this 10th day of July 2019, at Truckee, California, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

S. Lane Lewis, President
Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

ATTEST:

Secretary of the Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

PARCEL #	TAX AREA	AMOUNT
017-100-045-000	84002	1,120.34
017-116-004-000	84002	373.46
017-120-024-000	84002	373.46
017-132-016-000	84002	178.40
017-140-028-000	84002	373.46
017-140-031-000	84002	373.46
017-220-004-000	84002	41.52
017-230-023-000	84002	373.46
017-240-013-000	84002	373.46
017-240-014-000	84002	372.70
017-242-025-000	84002	178.40
017-270-035-000	84002	362.54
017-301-032-000	84002	373.46
017-301-053-000	84002	373.46
017-310-004-000	84002	373.46
017-316-005-000	84002	178.40
017-316-017-000	84002	373.46
017-317-019-000	84002	373.46
017-317-025-000	84002	373.46
017-320-030-000	84002	373.46
017-330-052-000	84002	373.46
017-371-015-000	84002	178.40
017-373-004-000	84002	2,515.78
017-381-026-000	84002	373.46
017-383-014-000	84002	178.40
017-410-011-000	84002	746.86
017-420-024-000	84002	373.46
017-450-005-000	84002	373.46
017-480-010-000	84002	373.46
017-480-012-000	84002	373.46
017-500-017-000	84002	353.32
018-170-028-000	84002	373.46
018-300-022-000	84002	373.46
018-300-026-000	84002	373.46
018-300-035-000	84002	373.46
018-361-006-000	84002	373.46
018-361-022-000	84002	746.86
018-362-010-000	84002	1,783.86
018-371-012-000	84002	178.40
018-371-013-000	84002	178.40
018-372-035-000	84002	373.46
018-374-002-000	84002	55.42
018-374-015-000	84002	373.46
018-381-011-000	84002	373.46
018-382-004-000	84002	373.46
018-382-005-000	84002	373.46
018-383-011-000	84002	373.46
018-384-014-000	84002	373.46
018-390-017-000	84002	356.76
018-390-021-000	84002	373.46
018-512-010-000	84002	346.36
018-512-022-000	84002	373.46
018-512-023-000	84002	373.46

PARCEL #	TAX AREA	AMOUNT
018-514-001-000	84002	373.46
018-514-009-000	84002	373.46
018-520-002-000	84002	373.46
018-520-007-000	84002	373.46
018-520-008-000	84002	373.46
018-520-016-000	84002	353.32
018-520-046-000	84002	373.46
018-534-002-000	84002	373.46
018-540-022-000	84002	373.46
018-570-042-000	84002	2,782.52
018-580-005-000	84002	167.42
018-580-017-000	84002	373.46
018-580-020-000	84002	746.86
018-580-031-000	84002	65.28
018-580-047-000	84002	178.40
018-600-013-000	84002	4,863.26
018-610-028-000	84002	320.24
018-624-007-000	84002	178.40
018-624-013-000	84002	373.46
018-627-007-000	84002	373.46
018-630-022-000	84002	373.46
018-640-014-000	84002	373.46
018-640-020-000	84002	746.86
018-670-011-000	84002	178.40
018-680-008-000	84002	373.46
018-720-005-000	84002	373.46
018-740-019-000	84002	732.24
018-820-011-000	84002	373.46
019-080-028-000	84002	686.26
019-090-002-000	84002	205.88
019-090-020-000	84002	659.00
019-090-020-000	84002	2,562.82
019-100-001-000	84002	160.12
019-102-009-000	84002	459.12
019-104-013-000	84002	373.46
019-107-001-000	84002	373.46
019-113-006-000	84002	424.98
019-114-002-000	84002	373.46
019-130-006-000	84002	2,614.10
019-130-048-000	84002	746.86
019-150-003-000	84002	373.46
019-151-013-000	84002	373.46
019-151-022-000	84002	178.40
019-160-024-000	84002	178.40
019-310-005-000	84002	373.46
019-310-015-000	84002	373.46
019-350-034-000	84002	178.40
019-450-069-000	84002	178.40
019-550-042-000	84002	373.46
019-560-011-000	84002	178.40
019-560-022-000	84002	373.46
019-570-025-000	84002	373.46
019-620-002-000	84002	890.40

PARCEL #	TAX AREA	AMOUNT
019-660-030-000	84002	373.46
019-690-053-000	84002	172.80
019-750-017-000	84002	178.40
019-750-037-000	84002	178.40
019-810-010-000	84002	373.46
019-810-034-000	84002	373.46
019-810-036-000	84002	373.46
019-820-010-000	84002	201.32
019-820-056-000	84002	373.46
019-830-012-000	84002	373.46
019-830-035-000	84002	373.46
019-880-008-000	84002	373.46
019-930-007-000	84002	178.40
019-930-051-000	84002	373.46
019-940-010-000	84002	373.46
019-950-006-000	84002	373.46
019-970-063-000	84002	373.46
019-980-017-000	84002	178.40
019-980-026-000	84002	373.46
019-980-034-000	84002	266.64
019-980-063-000	84002	373.46
019-980-070-000	84002	373.46
040-010-001-000	84002	429.08
040-030-009-000	84002	204.96
040-050-014-000	84002	204.96
040-050-029-000	84002	429.08
040-060-004-000	84002	204.96
040-060-023-000	84002	204.96
040-060-025-000	84002	113.06
040-070-031-000	84002	429.08
040-090-013-000	84002	204.96
040-100-005-000	84002	204.96
040-100-013-000	84002	405.98
040-120-023-000	84002	429.08
040-130-003-000	84002	429.08
040-130-006-000	84002	204.96
040-130-030-000	84002	429.08
040-140-008-000	84002	429.08
040-140-029-000	84002	405.98
040-150-021-000	84002	429.08
040-150-034-000	84002	429.08
040-160-005-000	84002	429.08
040-160-012-000	84002	327.58
040-190-009-000	84002	429.08
040-190-023-000	84002	204.96
040-200-006-000	84002	204.96
040-200-014-000	84002	433.44
040-200-020-000	84002	429.08
040-210-007-000	84002	429.08
040-210-014-000	84002	429.08
040-240-012-000	84002	213.62
040-260-008-000	84002	429.08
040-270-021-000	84002	429.08

PARCEL #	TAX AREA	AMOUNT
040-270-027-000	84002	204.96
040-280-010-000	84002	429.08
040-280-032-000	84002	429.08
040-280-041-000	84002	429.08
040-300-030-000	84002	429.08
040-320-008-000	84002	429.08
040-330-031-000	84002	429.08
040-330-042-000	84002	208.28
040-340-003-000	84002	429.08
040-340-021-000	84002	858.18
040-340-022-000	84002	429.08
040-340-024-000	84002	429.08
040-340-025-000	84002	193.74
040-340-026-000	84002	429.08
040-340-047-000	84002	429.08
040-350-003-000	84002	429.08
040-350-009-000	84002	429.08
040-350-010-000	84002	429.08
040-360-036-000	84002	429.08
040-360-047-000	84002	429.08
040-370-060-000	84002	429.08
040-380-002-000	84002	204.96
040-380-020-000	84002	204.96
040-390-005-000	84002	429.08
040-390-008-000	84002	204.96
040-390-014-000	84002	429.08
040-390-022-000	84002	359.74
040-400-013-000	84002	429.08
040-420-014-000	84002	204.96
040-460-004-000	84002	429.08
043-020-014-000	84002	373.46
043-030-004-000	84002	178.40
043-050-012-000	84002	178.40
044-020-021-000	84002	373.46
044-020-042-000	84002	373.46
044-020-049-000	84002	178.40
044-040-004-000	84002	178.40
044-040-028-000	84002	373.46
044-050-036-000	84002	373.46
044-070-034-000	84002	178.40
044-080-043-000	84002	373.46
044-090-005-000	84002	178.40
044-090-019-000	84002	159.98
044-100-016-000	84002	373.46
044-100-037-000	84002	373.46
044-110-004-000	84002	373.46
044-110-014-000	84002	178.40
044-110-022-000	84002	178.40
044-140-010-000	84002	373.46
044-160-006-000	84002	373.46
044-170-002-000	84002	178.40
044-170-034-000	84002	373.46
044-190-029-000	84002	373.46

PARCEL #	TAX AREA	AMOUNT
044-220-010-000	84002	200.30
044-220-025-000	84002	373.46
044-220-034-000	84002	373.46
044-240-023-000	84002	360.30
044-250-001-000	84002	373.46
044-250-013-000	84002	373.46
044-260-018-000	84002	178.40
044-260-024-000	84002	181.28
044-270-040-000	84002	373.46
044-280-039-000	84002	373.46
044-290-032-000	84002	379.70
044-290-050-000	84002	178.40
044-320-011-000	84002	373.46
044-320-034-000	84002	373.46
044-380-019-000	84002	157.86
044-430-040-000	84002	373.46
044-440-004-000	84002	178.40
044-440-029-000	84002	178.40
044-440-063-000	84002	178.40
044-460-005-000	84002	178.40
044-480-016-000	84002	837.68
044-500-020-000	84002	178.40
044-550-017-000	84002	178.40
044-560-008-000	84002	178.40
044-570-016-000	84002	373.46
044-580-034-000	84002	373.46
044-600-013-000	84002	178.40
044-610-028-000	84002	373.46
044-610-052-000	84002	373.46
045-020-025-000	84002	373.46
045-030-022-000	84002	373.46
045-060-010-000	84002	373.46
045-060-069-000	84002	373.46
045-060-082-000	84002	178.40
045-080-005-000	84002	373.46
045-100-015-000	84002	373.46
045-110-012-000	84002	373.46
045-120-011-000	84002	373.46
045-130-001-000	84002	373.46
045-140-013-000	84002	217.66
045-160-015-000	84002	178.40
045-160-018-000	84002	746.86
045-170-013-000	84002	194.54
045-180-052-000	84002	373.46
045-180-076-000	84002	373.46
045-180-083-000	84002	373.46
045-190-060-000	84002	178.40
045-190-067-000	84002	373.46
045-220-004-000	84002	373.46
045-240-002-000	84002	178.40
045-240-003-000	84002	181.28
045-250-028-000	84002	373.46
045-290-030-000	84002	373.46

PARCEL #	TAX AREA	AMOUNT
045-300-026-000	84002	373.46
045-320-019-000	84002	178.40
045-330-011-000	84002	373.46
045-340-005-000	84002	373.46
045-350-007-000	84002	178.40
045-360-032-000	84002	178.40
045-360-038-000	84002	373.46
045-370-034-000	84002	178.40
045-390-020-000	84002	178.40
045-440-002-000	84002	373.46
045-440-006-000	84002	373.46
045-440-009-000	84002	373.46
045-440-016-000	84002	382.38
045-460-029-000	84002	178.40
045-470-001-000	84002	178.40
045-540-001-000	84002	178.40
045-540-012-000	84002	178.40
045-580-015-000	84002	373.46
045-600-019-000	84002	178.40
045-600-028-000	84002	178.40
045-600-033-000	84002	373.46
045-610-020-000	84002	178.40
045-700-012-000	84002	178.40
045-730-022-000	84002	178.40
045-730-023-000	84002	178.40
045-730-035-000	84002	178.40
045-760-025-000	84002	373.50
046-020-015-000	84002	373.46
046-020-030-000	84002	373.46
046-030-034-000	84002	373.46
046-050-008-000	84002	376.14
046-060-003-000	84002	178.40
046-080-006-000	84002	373.46
046-080-013-000	84002	178.40
046-090-025-000	84002	178.40
046-160-025-000	84002	373.46
046-180-013-000	84002	373.46
046-220-024-000	84002	373.46
046-230-001-000	84002	315.74
046-240-010-000	84002	373.46
046-240-012-000	84002	178.40
046-240-015-000	84002	178.40
046-270-055-000	84002	178.40
046-280-016-000	84002	178.40
046-330-002-000	84002	376.60
046-330-019-000	84002	178.68
046-330-022-000	84002	178.40
046-370-007-000	84002	373.46
046-400-024-000	84002	178.40
046-400-035-000	84002	373.46
046-430-044-000	84002	373.46
046-440-001-000	84002	373.46
046-440-002-000	84002	156.92

PARCEL #	TAX AREA	AMOUNT
046-440-024-000	84002	178.40
046-440-038-000	84002	373.46
046-440-051-000	84002	373.46
046-450-001-000	84002	373.46
046-520-021-000	84002	178.40
046-530-023-000	84002	373.46
046-570-005-000	84002	373.46
046-570-011-000	84002	373.46
046-580-009-000	84002	373.46
046-610-008-000	84002	178.40
046-620-001-000	84002	373.46
046-630-003-000	84002	203.64
046-630-010-000	84002	373.46
046-640-005-000	84002	395.54
046-650-028-000	84002	373.46
046-650-029-000	84002	178.40
049-270-013-000	84002	204.96

*** GRAND TOTAL * 126,415.64

CODE	PARCEL #	AMOUNT
731	69-140-005-000	373.46
731	69-140-019-000	178.40
731	69-154-029-000	178.40
731	69-161-005-000	373.46
731	69-381-012-000	270.44
731	69-383-004-000	373.46
731	80-140-023-000	373.46
731	80-222-012-000	350.74
731	83-051-017-000	373.46
731	83-051-026-000	373.46
731	83-061-040-000	373.46
731	83-072-004-000	373.46
731	83-073-007-000	373.46
731	83-075-004-000	373.46
731	83-075-037-000	373.46
731	83-091-025-000	746.86
731	83-091-026-000	36.80
731	83-105-004-000	178.40
731	83-130-037-000	123.58
731	83-151-025-000	373.46
731	83-161-006-000	178.40
731	83-182-012-000	373.46
731	83-202-013-000	356.76
731	83-210-003-000	373.46
731	83-243-001-000	373.46
731	83-251-005-000	178.40
731	83-281-001-000	373.46
731	83-282-010-000	373.46
731	83-330-009-000	373.46
731	83-340-016-000	178.40
731	83-360-012-000	376.60
731	83-410-006-000	373.46
731	83-440-015-000	373.46
731	83-440-024-000	373.46
731	83-480-009-000	178.40
731	83-490-015-000	178.40
731	83-490-020-000	184.12
731	84-032-009-000	178.40
731	84-043-008-000	373.46
731	84-073-014-000	178.40
731	84-093-008-000	189.66
731	84-110-019-000	746.86
731	84-140-027-000	44.42
731	84-151-013-000	373.46
731	84-151-030-000	376.60
731	84-232-001-000	178.40
731	84-232-002-000	178.40
731	84-232-006-000	373.46
731	85-050-034-000	373.46
731	85-083-004-000	178.40
731	85-105-003-000	373.46
731	85-154-001-000	373.46
731	85-173-015-000	254.00

CODE	PARCEL #	AMOUNT
731	85-215-002-000	178.40
731	85-215-013-000	373.46
731	85-242-008-000	746.86
731	85-321-008-000	373.46
731	85-326-001-000	373.46
731	85-326-003-000	373.46
731	90-041-024-000	373.46
731	90-046-041-000	622.56
731	90-046-043-000	373.46
731	90-053-035-000	373.46
731	90-055-033-000	373.46
731	90-056-010-000	373.46
731	90-056-034-000	373.46
731	90-056-043-000	130.14
731	90-063-009-000	373.46
731	90-064-019-000	373.46
731	90-065-037-000	178.40
731	90-066-003-000	1,120.34
731	90-066-005-000	59.76
731	90-066-021-000	356.76
731	90-071-003-000	1,493.78
731	90-072-016-000	373.46
731	90-075-010-000	660.78
731	90-075-014-000	841.78
731	90-075-019-000	746.86
731	90-075-026-000	91.50
731	90-091-022-000	494.02
731	90-091-025-000	1,091.76
731	90-092-033-000	478.88
731	90-092-049-000	2,287.70
731	90-092-051-000	431.00
731	90-094-002-000	373.46
731	90-103-033-000	373.46
731	90-103-044-000	61.72
731	90-104-015-000	373.46
731	90-104-025-000	373.46
731	90-104-026-000	746.86
731	90-111-004-000	186.72
731	90-111-008-000	746.86
731	90-111-024-000	373.46
731	90-111-025-000	178.40
731	90-113-028-000	356.76
731	90-115-019-000	373.46
731	90-116-027-000	535.16
731	90-116-037-000	178.40
731	90-116-047-000	373.46
731	90-116-048-000	373.46
731	90-121-004-000	746.86
731	90-122-001-000	388.88
731	90-123-008-000	335.20
731	90-123-008-000	746.00
731	90-123-008-000	1,599.20
731	90-124-035-000	373.46

CODE	PARCEL #	AMOUNT
731	90-124-041-000	1,120.34
731	90-134-006-000	685.38
731	90-142-009-000	746.86
731	90-151-030-000	1,120.34
731	90-152-009-000	373.46
731	90-174-038-000	373.46
731	90-174-039-000	122.38
731	90-181-052-000	373.46
731	90-181-060-000	373.46
731	90-181-067-000	353.32
731	90-182-040-000	373.46
731	90-191-029-000	373.46
731	90-192-002-000	815.28
731	90-192-003-000	373.46
731	90-192-008-000	373.46
731	90-192-038-000	1,493.78
731	90-192-054-000	373.46
731	90-202-017-000	373.46
731	90-221-002-000	5,601.66
731	90-221-019-000	373.46
731	90-222-051-000	2,614.10
731	90-223-009-000	373.46
731	90-232-008-000	373.46
731	90-232-016-000	373.46
731	90-234-012-000	398.28
731	90-243-010-000	373.46
731	90-272-004-000	178.40
731	90-273-008-000	373.46
731	90-282-030-000	319.98
731	90-302-001-000	746.86
731	90-302-006-000	373.46
731	90-305-002-000	373.46
731	90-311-004-000	373.46
731	90-311-006-000	373.46
731	90-315-010-000	373.46
731	91-020-011-000	356.76
731	91-030-018-000	746.86
731	91-152-008-000	178.40
731	91-164-014-000	373.46
731	91-165-009-000	373.46
731	91-172-014-000	373.46
731	91-190-033-000	178.40
731	91-200-021-000	178.40
731	92-021-013-000	178.40
731	92-024-004-000	373.46
731	92-052-006-000	373.46
731	92-090-045-000	178.40
731	92-100-005-000	373.46
731	92-120-003-000	178.40
731	92-141-016-000	123.76
731	92-152-013-000	390.28
731	92-190-041-000	373.46
731	92-190-060-000	373.46

CODE	PARCEL #	AMOUNT
731	92-200-019-000	373.46
731	92-217-003-000	178.40
731	93-031-004-000	373.46
731	93-032-005-000	373.46
731	93-033-014-000	373.46
731	93-052-001-000	8,735.66
731	93-081-004-000	380.06
731	93-120-010-000	178.40
731	93-130-032-000	184.12
731	93-141-002-000	373.46
731	93-142-010-000	373.46
731	93-151-012-000	159.98
731	93-173-004-000	373.46
731	93-194-006-000	373.46
731	93-202-005-000	289.90
731	93-202-016-000	373.46
731	93-203-010-000	1,258.16
731	93-230-008-000	178.40
731	93-260-006-000	178.40
731	93-310-022-000	373.46
731	93-350-003-000	373.46
731	93-360-031-000	373.46
731	93-411-001-000	178.40
731	93-414-037-000	157.86
731	93-416-036-000	373.46
731	93-420-008-000	373.46
731	93-420-065-000	220.46
731	93-510-011-000	373.46
731	93-520-011-000	178.40
731	93-530-016-000	373.46
731	93-530-025-000	373.46
731	93-530-042-000	178.72
731	93-600-026-000	373.46
731	93-620-032-000	181.28
731	94-043-010-000	373.46
731	94-102-008-000	373.46
731	94-121-003-000	76.90
731	94-122-014-000	373.46
731	94-122-024-000	754.44
731	94-122-035-000	746.86
731	94-123-006-000	373.46
731	94-150-004-000	1,714.34
731	94-172-001-000	373.46
731	94-172-002-000	178.40
731	94-172-006-000	373.46
731	94-213-002-000	373.46
731	94-223-014-000	373.46
731	94-236-004-000	373.46
731	94-240-012-000	2,470.86
731	94-290-002-000	373.46
731	94-320-007-000	181.28
731	94-350-003-000	373.46
731	94-490-062-000	373.46

CODE	PARCEL #	AMOUNT
731	94-500-009-000	178.40
731	95-201-003-000	373.46
731	95-201-004-000	407.32
731	95-212-004-000	373.46
731	95-241-008-000	373.46
731	95-251-007-000	178.40
731	95-254-001-000	178.40
731	95-272-001-000	373.46
731	95-342-002-000	373.46
731	95-342-005-000	353.32
731	95-342-007-000	373.46
731	95-342-013-000	373.46
731	95-380-004-000	373.46
731	95-400-023-000	373.46
731	95-400-032-000	178.40
731	95-430-021-000	373.46
731	95-470-020-000	373.46
731	95-490-015-000	373.46
731	95-510-018-000	374.10
731	96-030-010-000	373.46
731	96-060-049-000	804.42
731	96-091-002-000	178.40
731	96-102-005-000	178.40
731	96-102-017-000	373.46
731	96-130-007-000	373.46
731	96-130-010-000	373.46
731	96-140-008-000	373.46
731	96-230-047-000	178.40
731	96-262-004-000	746.86
731	96-262-008-000	373.46
731	96-360-006-000	373.46
731	96-370-012-000	373.46
731	96-390-008-000	178.40
731	96-400-019-000	373.46
731	96-420-010-000	373.46
731	96-440-024-000	373.46
731	96-450-013-000	373.46
731	96-460-019-000	373.46
731	96-460-033-000	373.46
731	96-470-011-000	178.40
731	96-500-010-000	373.46
731	96-560-003-000	195.06
731	96-630-032-000	178.40
731	96-660-006-000	642.50
731	96-671-002-000	2,952.38
731	96-671-002-000	4,884.64
731	96-691-017-000	1,608.98
731	97-050-043-000	373.46
731	97-071-007-000	178.40
731	97-081-009-000	178.40
731	97-092-002-000	373.46
731	97-122-027-000	373.46
731	97-130-001-000	207.02

CODE	PARCEL #	AMOUNT
731	97-130-042-000	187.82
731	97-162-002-000	373.46
731	98-022-004-000	376.60
731	98-022-018-000	373.46
731	98-042-006-000	353.32
731	98-052-008-000	373.46
731	98-053-004-000	373.46
731	98-060-032-000	157.62
731	98-072-012-000	178.40
731	98-084-004-000	373.46
731	98-085-008-000	178.40
731	98-142-005-000	178.40
731	98-153-014-000	189.66
731	98-167-011-000	373.46
731	98-176-019-000	373.46
731	98-200-025-000	373.46
731	98-234-003-000	373.46
731	98-235-001-000	373.46
731	98-293-010-000	373.46
731	98-294-006-000	373.46
731	98-312-011-000	178.40
731	98-320-012-000	142.28
731	98-320-028-000	373.46
731	106-110-014-000	746.86
731	106-130-008-000	178.40
731	106-160-007-000	178.40
731	106-170-015-000	178.40
731	106-250-004-000	178.40
731	106-390-005-000	373.46
731	106-400-010-000	234.16
731	106-430-013-000	178.40
731	107-030-008-000	373.46
731	107-040-001-000	178.40
731	107-040-015-000	178.40
731	107-080-006-000	178.40
731	107-130-002-000	178.40
731	107-160-015-000	208.12
731	109-020-001-000	373.46
731	109-110-005-000	373.46
731	109-190-004-000	373.46
731	111-070-036-000	206.16
731	111-100-009-000	373.46
731	111-110-062-000	178.40
731	111-190-020-000	178.40
731	111-190-030-000	373.46
731	111-200-017-000	373.46
731	111-230-015-000	373.46
731	111-240-054-000	373.46
731	111-250-051-000	373.46
731	111-270-001-000	429.08
731	111-270-054-000	33.80
731	112-050-011-000	30.68
731	112-060-015-000	373.46

CODE	PARCEL #	AMOUNT
731	112-090-009-000	373.46
731	112-090-010-000	373.46
731	112-100-033-000	373.46
731	112-190-008-000	178.40
731	112-190-053-000	202.86
731	112-220-034-000	373.46
731	112-260-049-000	746.86
731	112-270-012-000	373.46
731	112-270-041-000	373.46
731	112-270-071-000	373.46
731	115-020-041-000	373.46
731	115-030-003-000	43.32
731	115-040-016-000	746.86
731	115-050-038-000	373.46
731	116-030-006-000	373.46
731	116-030-013-000	373.46
731	116-060-019-000	78.40
731	116-060-021-000	184.12
731	116-060-026-000	178.40
731	116-070-053-000	178.40
731	116-080-057-000	373.46
731	116-090-024-000	373.46
731	116-110-018-000	178.40
731	116-170-069-000	373.46
731	116-190-009-000	178.40
731	116-210-043-000	178.40
731	116-220-013-000	373.46
731	116-220-023-000	373.46
731	117-030-001-000	178.40
731	117-050-026-000	373.46
731	117-050-035-000	373.46
731	117-050-053-000	373.46
731	117-100-048-000	178.40
731	117-100-074-000	1,120.34
731	117-100-075-000	746.86
731	117-110-062-000	373.46
731	117-130-005-000	373.46
731	117-130-041-000	178.40
731	117-150-013-000	373.46
731	117-190-004-000	373.46
731	117-200-005-000	746.86
731	117-200-010-000	373.46
731	117-200-037-000	373.46
731	117-210-045-000	373.46

*** GRAND TOTAL *** 161,235.22

CODE	PARCEL #	AMOUNT
84001	014-271-005-000	373.46
84001	014-274-004-000	373.46
84001	014-284-004-000	373.46
84001	014-291-012-000	373.46
84001	014-303-003-000	373.46
84001	014-322-004-000	178.40
84001	014-332-008-000	170.22
84001	015-031-018-000	373.46
84001	015-034-021-000	51.10
84001	015-064-024-000	373.46
84001	015-064-026-000	373.46
84001	015-101-023-000	373.46
84001	015-153-007-000	373.46
84001	015-153-008-000	73.60
84001	015-153-014-000	178.40
84001	015-161-019-000	373.46
84001	015-164-008-000	373.46
84001	015-203-016-000	156.60
84001	015-203-017-000	156.60
84001	015-212-017-000	181.28
84001	015-251-021-000	178.40
84001	015-251-022-000	178.40
84001	015-253-028-000	178.40
84001	015-254-025-000	708.66
84001	015-254-028-000	373.46
84001	015-262-003-000	373.46
84001	015-263-016-000	373.46
84001	015-312-025-000	178.40
84001	015-312-032-000	373.46
84001	015-313-023-000	746.86
84001	015-314-003-000	373.46
84001	015-314-004-000	178.40
84001	015-324-003-000	319.82
84001	015-324-020-000	157.26
84001	015-326-006-000	373.46
84001	015-331-010-000	114.38
84001	015-420-001-000	373.46
84001	016-063-014-000	373.46
84001	016-101-063-000	373.46
84001	016-101-083-000	159.98
84001	016-143-018-000	373.46
84001	016-151-027-000	373.46
84001	016-171-005-000	373.46
84001	016-321-001-000	373.46
84001	016-333-007-000	373.46
84001	016-401-006-000	373.46
84001	016-434-002-000	178.40
84001	016-435-003-000	178.40
84001	016-472-009-000	373.46
84001	016-483-011-000	373.46
84001	016-512-004-000	373.46
84001	016-524-007-000	178.40

*** GRAND TOTAL *** 15,984.16



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: V-3
Subject: Approval of Resolution No. 7-2019 to request collection of delinquent sewer service charges on the Placer County tax roll

Background

Resolution No. 7-2019 requests that the County of Placer collect on their county tax rolls certain delinquent charges which have been imposed pursuant to sections 5473, et seq. of the Health and Safety Code and other applicable law by the Tahoe-Truckee Sanitation Agency as well as warrant the legality of delinquent charges and defend and indemnify the County from any challenge to the legality thereof.

Fiscal Impact

Increase in Agency funds due to collection of delinquent charges in the amount of \$161,235.22.


Attachments

Resolution No. 7-2019.

Recommendation

Management and staff recommend approval of Resolution No. 7-2019 to request collection of delinquent sewer service charges on the Placer County tax roll.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

RESOLUTION 7-2019

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TAHOE-TRUCKEE SANITATION AGENCY REQUESTING COLLECTION OF DELINQUENT SEWER SERVICE CHARGES ON THE PLACER COUNTY TAX ROLL

WHEREAS, the Tahoe-Truckee Sanitation Agency requests that the County of Placer collect on the County tax rolls certain delinquent charges which have been imposed pursuant to sections 5473, et seq. of the Health and Safety Code and other applicable law by the Tahoe-Truckee Sanitation Agency, attached hereto, and

WHEREAS, the County has required as a condition of the collection of said charges that the Tahoe-Truckee Sanitation Agency warrant the legality of said charges and defend and indemnify the County from any challenge to the legality thereof,

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Tahoe-Truckee Sanitation Agency that:

1. The Auditor-Controller of Placer County is requested to attach for collection on the County tax rolls those taxes, assessments, fees and/or charges, attached hereto.
2. The Tahoe-Truckee Sanitation Agency warrants and represents that the taxes, assessments, fees and/or charges imposed by the Agency and being requested to be collected by Placer County comply with all requirements of state law, including but not limited to Articles XIII C and XIII D of the California Constitution (Proposition 218) (collectively hereinafter referred to as "the Laws").
3. The Tahoe-Truckee Sanitation Agency releases and discharges County, and its officers, agents and employees from any and all claims, demands, liabilities, costs and expenses, damages, causes of action, and judgments, in any manner arising out of the compliance of said taxes, assessments, fees and/or charges with the Laws.
4. The Tahoe-Truckee Sanitation Agency agrees to and shall defend, indemnify and hold harmless the County, its officers, agents and employees (the "Indemnified Parties") from any and all claims, demands, liabilities, costs and expenses, damages, causes of action, and judgments, in any manner arising out of the Tahoe-Truckee Sanitation Agency's establishment and imposition of said taxes, assessments, fees and/or charges. The Tahoe-Truckee Sanitation Agency agrees that, in the event a judgment is entered in a court of law against any of the Indemnified Parties concerning the Tahoe-Truckee Sanitation Agency's establishment and imposition of its taxes, assessments, fees and/or charges, the County may offset the amount of the judgment from any other monies collected by County on behalf of the Tahoe-Truckee Sanitation Agency, including property taxes.

5. The Tahoe-Truckee Sanitation Agency agrees that its officers, agents and employees will cooperate with the County in answering questions referred to the Tahoe-Truckee Sanitation Agency by County from any person concerning the Tahoe-Truckee Sanitation Agency's taxes, assessments, fees and/or charges, and that the Tahoe-Truckee Sanitation Agency will not refer such persons to County officers and employees for response.
6. The Tahoe-Truckee Sanitation Agency agrees to pay such reasonable and ordinary charges as the County may prescribe to recoup its costs in placing on the tax rolls and collecting the taxes, assessments, fees and charges, as may be authorized by Government Code sections 29304 and 51800.

PASSED AND ADOPTED at a regular meeting of the Board of Directors of Tahoe-Truckee Sanitation Agency this 10th day of July 2019, at Truckee, California, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

S. Lane Lewis, President
Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

ATTEST:

Secretary of the Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: V-4
Subject: Approval of Resolution No. 8-2019 to reference the standard form tax collection services contract with the County of Nevada

Background

Resolution 8-2019 authorizes the County of Nevada to collect delinquent service charges pursuant to the previously approved standard form tax collection services contract between the County of Nevada and the Tahoe-Truckee Sanitation Agency.

Fiscal Impact

Increase in Agency funds due to collection of delinquent charges in the amount of \$126,415.64.


Attachments


Resolution No. 8-2019.

Recommendation

Management and staff recommend approval of Resolution No. 8-2019 to reference the standard form tax collection services contract with the County of Nevada.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

RESOLUTION 8-2019

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE TAHOE-TRUCKEE SANITATION AGENCY
REFERENCING THE STANDARD FORM TAX COLLECTION
SERVICES CONTRACT WITH THE COUNTY OF NEVADA**

NOW, THEREFORE, BE IT RESOLVED the Board of Directors of the Tahoe-Truckee Sanitation Agency hereby authorizes the County of Nevada to collect its delinquent charges pursuant to the previously approved Standard Form Tax Collection Services Contract between the County of Nevada and Tahoe-Truckee Sanitation Agency.

PASSED AND ADOPTED by the Board of Directors of Tahoe-Truckee Sanitation Agency this 10th day of July 2019, at Truckee, California, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

S. Lane Lewis, President
Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

ATTEST:

Secretary of the Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Item: V-5
Subject: Approval to submit certifications for collection of delinquent charges on the El Dorado County tax roll

Background

The El Dorado County requires submission of certificates for collection of delinquent charges on their county tax roll.

Fiscal Impact

Increase in Agency funds due to collection of delinquent charges in the amount of \$15,984.16.


Attachments

Certificates for collection of delinquent charges.

Recommendation

Management and staff recommend approval to submit certifications for collection of delinquent charges on the El Dorado County tax roll.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

Direct Charge Levy Process
Governing Authorization Certification Form

For Authority to Levy Non-Ad Valorem Direct Charges on the Tax Roll

B
A
C
K
G
R
O
U
N
D

Under State law, Districts have the option to place many types of non-ad valorem direct charge levies on each year's tax roll. Each year's tax roll is unique and separate from previous and subsequent years. Therefore, the Auditor must obtain assurance that all four following conditions listed below exist for Districts to levy their direct charges on each and every year's tax roll. These four conditions are explained in detail below.

- **CONDITION #1:** State law provides for the direct charge's authorization to exist. This authorization is without regard to what types of districts may execute the direct charge or the manner of collection.
- **CONDITION #2:** The district is empowered to execute the direct charge. Various State laws authorize specific types of districts to use certain types of direct charges. Not all districts are authorized to use every type of direct charge (e.g. see Proposition 62).
- **CONDITION #3:** The direct charge is authorized to appear on the tax roll. Typically, the authorization for a district to make use of the tax roll is explicit in the applicable State Code. The district's documents that are used to execute the enabling legislation to create the direct charge levy in Conditions #1 and #2 normally reference the State Code authorizing the direct charge levy to appear on the tax roll.
- **CONDITION #4:** The governing body of the district directs the Auditor to place the direct charge levies on the applicable tax roll. Typically, this would be done via ordinance or resolution (Note – CSD law requires action by ordinance, resolution, or motion under a quorum of the board of directors (GOV§61045(a)))

I
N
S
T
R
U
C
T
I
O
N
S

1. Review the Background and Instructions information on this page.
2. Locate the page with the district's direct charge "type" on the attached form. This form includes various direct charge types potentially eligible for levy by districts in El Dorado County. The direct charges are listed by type within the generalized "categories" of: Special Taxes; Assessments; Fees & Charges; Delinquent Fees & Charges; and Abatements.
3. Print the one page which displays the district's direct charge type.
4. For those districts with multiple direct charge types (e.g. a Voter Approved Special Tax and a Fire Suppression Assessment), repeat steps 2 and 3 as needed.
5. Complete both the general information at the top of the printed form and all the information in the row related to the specific direct charge type. The information in that specific row will correspond to the four conditions noted above. If the district levies more than one direct charge code of the same type (e.g. two different Voter Approved Special Taxes authorizations), to shorten the time to complete the forms, it is permissible to complete all of the "duplicate" items on the printed form, make the necessary number of copies, and then complete the remaining "differing" items on each copy of the form.
6. Retain a copy for your records.
7. Submit the completed form (one page per direct charge tax code) to the Auditor-Controller, Property Tax Division by **August 10**, along with the other required forms. Submission may be made via mail, fax, or email.

To place levies on the tax roll, please identify the district's direct charge type and then complete the information in that row.
 Submit the signed document (only the applicable page need be submitted). One sheet per direct charge tax code number.

Tahoe-Truckee Sanitation Agency

July 10, 2019

84001

District Name

Date

Direct Charge Tax Code # (1 per page)

LaRue Griffin

General Manager

Print Name of Authorized Person Certifying this Form

Title of Authorized Person Certifying this Form

Signature of Authorized Person Certifying this Form

Category	DIRECT CHARGE TYPE	Enabling legislation (may include specific and additional requirements regarding who/what/when/how the levy is authorized)	District submits documents authorizing execution of the enabling legislation	Are Documents already on file with Auditor?	Are any Documents already on file current & accurate?	Authorization to appear on the tax roll?	District submits documents authorizing Auditor to place on tax roll	Are Documents already on file with Auditor?	Are any Documents already on file current & active?
Fees & Charges	Sanitation & Sewerage Charges for Services HSC§5473 et seq.	<input type="checkbox"/> Counties, Cities and counties, cities, sanitary districts, county sanitation districts, county service areas, sewer maintenance districts, and other public corporations and districts authorized to acquire, construct, maintain and operate sanitary sewers and sewerage systems HSC§5470 <input type="checkbox"/> County Sanitation Districts HSC§4741.7 <input type="checkbox"/> County Service Areas GOV§25215.5 <input type="checkbox"/> Garbage Disposal Districts PRC§49031 <input type="checkbox"/> Other, please contact Auditor's Office	Attested copy of resolution or ordinance approving charges	No, it's attached	N/A	HSC§§5473 – 5473.11	Attested copy of resolution or ordinance	No, it's attached	N/A
	Sanitation & Sewerage Connection Fees HSC§5474 et seq.	<input type="checkbox"/> Counties, Cities and counties, cities, sanitary districts, county sanitation districts, county service areas, sewer maintenance districts, and other public corporations and districts authorized to acquire, construct, maintain and operate sanitary sewers and sewerage systems HSC§5470 <input type="checkbox"/> County Sanitation Districts HSC§4741.7 <input type="checkbox"/> County Service Areas GOV§25215.5 <input type="checkbox"/> Garbage Disposal Districts PRC§49031 <input type="checkbox"/> Other, please contact Auditor's Office	Attested copy of resolution or ordinance approving charges	No, it's attached	N/A	HSC§§5473 – 5473.11	Attested copy of resolution or ordinance	No, it's attached	N/A
	None of the above	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office

	None of the above	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office	Please contact Auditor's Office
Delinquent Fees & Charges	Delinquent Refuse Collection Charges GOV§25828	<input type="checkbox"/> County GOV§25828 <input type="checkbox"/> County, city, city and county, district, regional agency as defined in PRC§40181, or other local government agency GOV§25828 <input type="checkbox"/> Other, please contact Auditor's Office	<input type="checkbox"/> For secured: copy of <u>recorded</u> certified resolution of confirmation <input type="checkbox"/> For unsecured: copy of <u>unrecorded</u> certified resolution of confirmation	No, it's attached	N/A	GOV§25828	Attested copy of resolution or ordinance	No, it's attached	N/A
	Delinquent Waste Disposal Sites & Services Fees GOV§25831	<input type="checkbox"/> Counties GOV§25831 <input type="checkbox"/> County, city, city and county, district, regional agency as defined in PRC§40181, or other local government agency GOV§25828 <input type="checkbox"/> Other, please contact Auditor's Office	<input type="checkbox"/> For secured: copy of <u>recorded</u> certified resolution of confirmation <input type="checkbox"/> For unsecured: copy of <u>unrecorded</u> certified resolution of confirmation	No, it's attached	N/A	GOV§25831	Attested copy of resolution or ordinance	No, it's attached	N/A
	Delinquent Sanitation & Sewerage Charges for Services HSC§5473 et seq.	<input checked="" type="checkbox"/> Counties, Cities and counties, cities, sanitary districts, county sanitation districts, county service areas, sewer maintenance districts, and other public corporations and districts authorized to acquire, construct, maintain and operate sanitary sewers and sewerage systems HSC§5470 <input type="checkbox"/> County Sanitation Districts HSC§4741.7 <input type="checkbox"/> County Service Areas GOV§25215.5 <input type="checkbox"/> Garbage Disposal Districts PRC§49031 <input type="checkbox"/> Other, please contact Auditor's Office	Attested copy of resolution or ordinance approving charges	No, it's attached	N/A	HSC§§5473 – 5473.11	Attested copy of resolution or ordinance	No, it's attached	N/A
	Delinquent Sanitation & Sewerage Connection Fees HSC§5474 et seq.	<input type="checkbox"/> Counties, Cities and counties, cities, sanitary districts, county sanitation districts, county service areas, sewer maintenance districts, and other public corporations and districts authorized to acquire, construct, maintain and operate sanitary sewers and sewerage systems HSC§5470 <input type="checkbox"/> County Sanitation Districts HSC§4741.7 <input type="checkbox"/> County Service Areas GOV§25215.5 <input type="checkbox"/> Garbage Disposal Districts PRC§49031 <input type="checkbox"/> Other, please contact Auditor's Office	Attested copy of resolution or ordinance approving charges	No, it's attached	N/A	HSC§§5474.4 5474.8	Attested copy of resolution or ordinance	No, it's attached	N/A
	Public Utility District Delinquent Utility Works & Services PUC§16401 et seq.	<input type="checkbox"/> Public Utility Districts PUC§15503 <input type="checkbox"/> Other, please contact Auditor's Office	Attested copy of resolution or ordinance approving charges	No, it's attached	N/A	PUC§§16469 – 16472 (\$16472.1 is an alternate method not using the tax roll)	Attested copy of resolution or ordinance	No, it's attached	N/A
	Irrigation District Delinquent Water & Other Services WAT§25800 et seq.	<input type="checkbox"/> Irrigation Districts WAT§20513 <input type="checkbox"/> Improvement District in Irrigation Districts WAT§§20514, 23672 & 23915 <input type="checkbox"/> Other, please contact Auditor's Office	Attested Copy of resolution or ordinance approving charges	No, it's attached	N/A	WAT§§25806 & 22284	Attested copy of resolution or ordinance	No, it's attached	N/A

**Direct Charge Levy Process
Proposition 218 Certification Form**

**B
A
C
K
G
R
O
U
N
D**

Proposition 218 added Articles XIIC and XIID to the Constitution and significantly altered local government and special district finance in California. This proposition introduced considerable new requirements and constraints on the ability to impose property related taxes, assessments, fees, and charges for the financing of public facilities and services. Effectively, certain assessments existing prior to 7/1/1997 are considered to be “grandfathered” as long as no changes are made to the methodology used to calculate the levy.

Proposition 218 is not a stand-alone authorization to levy a special tax, assessment, fee, or charge. Instead, it is an “umbrella” set of requirements and procedures particularly for assessments, charges, and fees on top of any authorizing legislation requirements or specifically enabling legislation requirements (e.g. Proposition 218 adds a layer of additional requirements on top of the requirements of an Improvement Bond Act of 1915 assessment or a Landscaping & Lighting Act of 1972 assessment).

Notably, prior to Proposition 218, taxpayers had the burden of proof to show that an assessment, fee, or charge was not legal. Following Proposition 218, the burden of proof is on the district to prove “...by a preponderance of the evidence that a levy, charge, or other exaction is not a tax, that the amount is no more than necessary to cover the reasonable costs of the governmental activity, and that the manner in which those costs are allocated to a payor bear a fair or reasonable relationship to the payor’s burdens on, or benefits received from, the governmental activity.”

Since its passage, Proposition 218 has been significantly litigated, with outcomes generally narrowly/strictly interpreting Proposition 218’s requirements for assessments, charges, and fees.

Districts utilizing the County tax rolls for collection of various non-ad valorem direct charges, particularly assessments, fees, or charges, need to ensure ongoing compliance with the requirements of any applicable sections of the State Constitution Articles XIIC & XIID and related case law. Certain direct charges, such as PACE (Property Assessed Clean Energy) assessments {SHC §5898.31}, are explicitly excluded.

**I
N
S
T
R
U
C
T
I
O
N
S**

1. Review the information and instructions on this page.
2. Print page 2 of this form.
3. Check mark the appropriate boxes.
4. Sign and date the form.
5. Retain a copy for your records.
6. Submit the completed form (page 2 only) to the Auditor-Controller, Property Tax Division by **August 10**, along with the other required forms. Submission may be made via mail, fax, or email.

El Dorado County, Auditor-Controller, Property Tax Division

360 Fair Lane, Placerville CA 95667

(530) 621-5470

Direct Charge Levy Process

Proposition 218 Certification Form

C
O
M
P
L
E
T
E

- The District's direct charge is an **assessment** that with regard to any applicable sections of the State Constitution Articles XIIC & XIID and related case law is:
 - In compliance.
 - Not in compliance.
 - Grandfathered (certain assessments existing prior to 7/1/1997 with no changes to methodology).
 - Not subject to any aspect of the requirements of the State Constitution Articles XIIC & XIID and related case law.

- The District's direct charge is a **fee or charge** that with regard to any applicable sections of the State Constitution Articles XIIC & XIID and related case law is:
 - In compliance.
 - Not in compliance.
 - Not subject to any aspect of the requirements of the State Constitution Articles XIIC & XIID and related case law.

- The District's direct charge is a **special tax** that with regard to any applicable sections of the State Constitution Articles XIIC & XIID and related case law is:
 - In compliance.
 - Not in compliance.
 - Not subject to any aspect of the requirements of the State Constitution Articles XIIC & XIID and related case law.

- The District's direct charge is an **abatement** that with regard to any applicable sections of the State Constitution Articles XIIC & XIID and related case law is:
 - In compliance.
 - Not in compliance.
 - Not subject to any aspect of the requirements of the State Constitution Articles XIIC & XIID and related case law.

Other: _____.

Tahoe-Truckee Sanitation Agency
District Name

84001
Direct Charge Code Tax Number(s) (or attach list)

LaRue Griffin
Print Name of Authorized Person Certifying this Form

General Manager
Title of Authorized Person Certifying this Form

Signature of Authorized Person Certifying this Form

July 10, 2019
Date Form Certified

Direct Charge Levy Process

Local Agency Special Tax & Bond Accountability Act - Response Form Page 1 of 2

Certain direct charge levies are subject to the Local Agency Special Tax & Bond Accountability Act (Accountability Act) (*SB 165, Statutes 2000, Chapter 535*) as codified in Government Code §50075 et seq. and §53410 et seq. This includes special taxes such as “Voter-Approved Special Taxes”, “Qualified Special Taxes”, and bonded “Mello-Roos Community Facilities District Act Special Taxes”.

The purpose of the Accountability Act is for districts to provide explicit public accountability for certain special taxes or bonds levied after 1/1/2001. In addition to requiring the district’s board to take action to provide for certain accountability measures, this State law requires levying districts to file an annual report with their district’s board to specifically account for their special tax or bond. General practice provides the district with 6 months following the end of the fiscal year (presuming a 6/30 fiscal year end) to file the required report with their board.

The annual Accountability Act report is required by State law to contain the following items:

- The amount of money collected specifically for the special tax or bond (not commingled with other revenue sources).
- The amount of money expended specifically for the special tax or bond (not commingled with expenditures from other revenue sources).
- The status of any project required or authorized to be funded with the special tax or bond proceeds (not commingled with projects using other revenue sources).
- Any other items required by the district’s board.

Pursuant to the Freedom of Information Act, as outlined in the California Public Records Statutes codified in Government Code §6250 et seq., the Auditor-Controller hereby makes an official request for certain public records. Under the Public Records Act, the district has 10 days to respond to the request for public records. However, **receipt by August 10** is considered timely. Specifically, the Auditor-Controller requests an attested copy of the annual Accountability Act report that may have been required to be filed with the district’s board by January 1 of this calendar year (for the fiscal year ended the preceding June 30 for most districts). An attestation is a signed declaration (typically by the board’s secretary or clerk) that the copy represents a true, genuine, or authentic copy of the original document (it does not mean notarized by a Notary Public).

B
A
C
K
G
R
O
U
N
D

I
N
S
T
R
U
C
T
I
O
N
S

1. Review the Background and Instructions information on this page.
2. Print page 2 of this form.
3. Check mark the box for the appropriate category.
4. Follow the directions within the appropriate category.
5. Sign and date the form.
6. Retain a copy for your records.
7. Submit the completed form (page 2 only) to the Auditor-Controller, Property Tax Division by **August 10**, along with the other required forms. Submission may be made via mail, fax, or email.

El Dorado County, Auditor-Controller, Property Tax Division

360 Fair Lane, Placerville CA 95667

(530) 621-5470

Direct Charge Levy Process

Local Agency Special Tax & Bond Accountability Act - Response Form Page 2 of 2

C
O
M
P
L
E
T
E

The district has a direct charge levy that is subject to the Accountability Act. Proceed to Question A:

A. The district levied this direct charge last fiscal year (the fiscal year ending prior to January 1 of this calendar year):

Yes. Proceed to Question B.

No. State law doesn't require a report when not levied the prior year; thus, the remaining questions do not need to be answered. Proceed to the sign/date section of the form.

B. The district filed an Accountability Act report with the district's board:

Yes, it was filed with the district's board timely on ____/____/____. Proceed to Question C.

Yes, however, it was not filed timely with the district's board. Instead, it was filed on ____/____/____. Proceed to Question C.

No. Since no report was filed, there is nothing to send to the Auditor-Controller under the Public Records Act. The remaining questions do not need to be answered. Proceed to the sign/date section of the form.

C. The annual Accountability Act report identifies all legally required criteria (see the Background section of this form):

Yes. Proceed to Question D.

No. Proceed to Question D.

D. Attached is an attested copy of the annual Accountability Act report, as requested under the California Public Records Act.

Yes. Proceed to the sign/date section of the form.

No, nothing is attached because _____. Proceed to the sign/date section of the form.

The district's direct charge levy is not a "Voter-Approved Special Tax", a "Qualified Special Tax", or a bonded "Mello-Roos Community Facilities District Act of 1982 Special Tax". Instead, the district's direct charge levy is some other type that is not subject to the Accountability Act. Thus, no such report is on file with the district's board. Proceed to the sign/date section of the form.

Tahoe-Truckee Sanitation Agency

District Name

84001

Direct Charge Tax Code Number(s) (or attach list)

LaRue Griffin

Print Name of Authorized Person Certifying this Form

General Manager

Title of Authorized Person Certifying this Form

July 10, 2019

Signature of Authorized Person Certifying this Form

Date Form Certified

El Dorado County, Auditor-Controller, Property Tax Division
360 Fair Lane, Placerville CA 95667 (530) 621-5470
Direct Charge Levy Process
Secured/Unsecured Tax Roll Certification Form

Typically, direct charges are placed on the secured tax roll. However, under State Law, certain direct charges are eligible only for the unsecured tax roll or may not qualify for inclusion on either tax roll when property has been sold¹ or encumbered² within specified timeframes. These include, but are not limited to:

- Certain fees/charges for services (often delinquent) (see chart below) may not be placed on the secured and/or unsecured tax rolls when the property is sold¹ or encumbered² within specified timeframes.

Type	Code	Sold ¹	Encumbered ²	Resulting Action
Delinquent Refuse Collection Charges	GOV§25828	Prior to December 10	Prior to December 10	Eligible for unsecured
Delinquent Waste Disposal Sites and Services Fees	GOV§25831	Prior to December 10	Prior to December 10	Eligible for unsecured
Delinquent Sanitation & Sewerage Charges for Services	HSC §5473.11	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	Eligible for unsecured
Delinquent Sanitation & Sewerage Connection Fees	HSC §5474.6	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	Eligible for unsecured
Public Utility District Delinquent Utility Works & Services	PUC §16470	In the year preceding the date on which the 1 st installment of real property taxes which evidence the charges appears on the roll ³	In the year preceding the date on which the 1 st installment of real property taxes which evidence the charges appears on the roll ³	District place lien <u>Not</u> eligible for the secured or unsecured tax roll
Sanitation & Sewerage Charges for Services	HSC §5473.8	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	During the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll ^{3,4} Effective 1/1/13	Eligible for unsecured
Irrigation District Delinquent Water & Other Services	WAT §25806	In the year preceding the date on which the 1 st installment of real property taxes which evidence the charges appears on the roll ³	In the year preceding the date on which the 1 st installment of real property taxes which evidence the charges appears on the roll ³	District place lien <u>Not</u> eligible for the secured or unsecured tax roll
Municipal Utility District Delinquent Fees, Tolls, etc	PUC §12811.1(c)	During the year prior to the date on which the first installment of the taxes that include the assessment appears on the assessment roll ^{3,4}	During the year prior to the date on which the first installment of the taxes that include the assessment appears on the assessment roll ^{3,4}	Eligible for unsecured
County Waterworks District Water or Sewer Service & Standby Charges	WAT§55501 & 55501.5	Prior to December 10	Prior to December 10	Eligible for unsecured
County Waterworks District Delinquent Standby or Immediate Availability Charge	WAT §55501.1	Prior to December 10	Prior to December 10	Eligible for unsecured
California Water District Delinquent Water, Standby & Other Services	WAT §37212	During the year prior to the date on which the first installment of the taxes that include the assessment appears on the assessment roll ^{3,4} Effective 1/1/13	During the year prior to the date on which the first installment of the taxes that include the assessment appears on the assessment roll ^{3,4} Effective 1/1/13	Eligible for unsecured
Hazardous Weeds & Rubbish Abatement	HSC §14912	Prior to December 10	Prior to December 10	Eligible for unsecured
Mosquito Abatement & Vector Control District Abatement	HSC§2065	Prior to December 10 IF not recorded	Prior to December 10 IF not recorded	Eligible for unsecured IF not recorded
Pest Abatement	HSC§§2865-2866	Prior to December 10	Prior to December 10	Eligible for unsecured

B
A
C
K
G
R
O
U
N
D

BACKGROUND CONTINUED	Abatement of Abandoned Excavations	GOV§50247	Prior to December 10	Prior to December 10	Eligible for unsecured
	Abatement of Defacement or Graffiti	GOV §38773.5 or §38773.6	Prior to December 10	Prior to December 10	Eligible for unsecured
	Abatement of Public Nuisances	GOV §54988(a)(1)(A)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Correction to Violation of Law, Regulation, or Local Ordinance that also violates CC§1941.1	GOV §54988(a)(1)(B)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Zoning Ordinance Enforcement pursuant to GOV§65800 et seq. or other authority	GOV §§54988(a)(1)(C)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Inspection & Abatement of Violations of HSC§13100 et seq.	GOV §54988(a)(1)(D)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Inspection & Abatement of Violations of State Housing Law	GOV §54988(a)(1)(E)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Inspection & Abatement of Violations of California Building Standards Code	GOV §54988(a)(1)(F)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Inspection & Abatement for Local Ordinances & Regulations of Items in GOV§54988(a)	GOV §54988(a)(1)(G)	Prior to December 10	Prior to December 10	Eligible for unsecured
	Others	Various	See respective Code	See respective Code	See respective Code

- The first year only of a levy under the **Benefit Assessment District Act of 1982 (BAD)**, where the property has been sold¹ or encumbered² prior to the date on which the first installment of county taxes would become delinquent, may **not** be secured (GC §54718).
- **Escaped** direct charges (those added to the tax roll after August 10), where the property is sold¹ or encumbered² subsequent to July 1 of the year of escape and before the correction was entered on the tax roll, may **not** be secured (R&T §4801, §4831, §4836.5 and §531.2). Submit this form for any escaped direct charges, in addition to the form submitted by August 10.

¹ "Sold" is defined here as "transferred or conveyed to a bona fide purchaser for value".
² "Encumbered" is defined here as "subject to a lien for a bona fide encumbrance for value".
³ In El Dorado County, the secured roll is available to be seen by the public in August/September; thus, the "year preceding" is from the prior August/September through the current August/September. If a Sale or Encumbrance occurred in August/September, please check with the Auditor for the specific date the secured roll was available to be seen by the public.
⁴ The Assessment Roll doesn't contain installments; it is believed the State Legislature intended the Secured Tax Roll.

- | | |
|--------------|--|
| INSTRUCTIONS | <ol style="list-style-type: none"> 1. Review the Background and Instructions information on this page. 2. Print the form. 3. Check mark all applicable boxes on the form. IF the district's levies must be split between the secured and the unsecured roll, submit 2 different sets of electronic data files notating which set is secured and which set is unsecured (please contact Auditor prior to submission). It is permissible to complete only one form which covers more than one direct charge tax code, as long as they each have the same condition(s). 4. Complete the general information at the bottom of the form, including <u>signature</u> and <u>date</u>. 5. Retain a copy for your records. 6. Submit the completed form (page 3 only) to the Auditor-Controller, Property Tax Division by August 10, along with the other required forms. Submission may be made via mail, fax, or email. |
|--------------|--|

El Dorado County, Auditor-Controller, Property Tax Division
360 Fair Lane, Placerville CA 95667 (530) 621-5470

Direct Charge Levy Process
Secured/Unsecured Tax Roll Certification Form

C
O
M
P
L
E
T
E

- The District's levy is a delinquent fee/charge/abatement (see chart above). *Check any that apply. If more than one applies, submit multiple sets of electronic data files (contact Auditor prior to submission).*
 - The levy is subject to the criteria where any property sold¹ or encumbered² "prior to December 10 of the current calendar year" is eligible only for the unsecured roll. *Check any that apply. If more than one applies, submit multiple sets of electronic data files (contact Auditor prior to submission).*
 - The District hereby certifies the property levied has not been sold¹ or encumbered² prior to delivery to the Auditor and may be placed on the secured tax roll. In addition, the District agrees to complete and submit a Direct Charge Correction Form to the Auditor by March 1 to move the levy to the unsecured roll on any property sold¹ or encumbered² by December 10.
 - The District hereby certifies the property levied has been sold¹ or encumbered² prior to delivery to the Auditor and is eligible only for the unsecured tax roll.
 - The levy is subject to the criteria where any property sold¹ or encumbered² "during the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll^{3,4}" is eligible only for the unsecured roll. *Check any that apply. If more than one applies, submit multiple sets of data.*
 - The District hereby certifies the property levied has not been sold¹ or encumbered² prior to delivery to the Auditor and may be placed on the secured tax roll. In addition, the District agrees to complete and submit a Direct Charge Correction Form to the Auditor by March 1 to move the levy to the unsecured roll on any property sold¹ or encumbered² by during the year prior to the date on which the first installment of the general taxes that include the charges appears on the assessment roll^{3,4}.
 - The District hereby certifies the property levied has been sold¹ or encumbered² prior to delivery to the Auditor and is eligible only for the unsecured tax roll.
 - The levy is subject to the criteria where any property sold¹ or encumbered² "in the year preceding the date on which the 1st installment of real property taxes which evidence the charges appears on the roll³" is not eligible to be placed on the secured or unsecured tax rolls. The district hereby certifies the property levied has not been sold¹ or encumbered² since August/September of the prior year through to the time the levy is delivered to the Auditor and may be placed on the secured tax roll. In addition, the District agrees to complete and submit a Direct Charge Correction Form to the Auditor by March 1 to remove the levy on any property that is sold¹ or encumbered² between the time delivered to the Auditor and the time the charge appears on the roll.
- The District's levy is a Benefit Assessment District Act of 1982 (BAD) assessment. *Check any that apply. If more than one applies, submit multiple sets of electronic data files (contact Auditor prior to submission).*
 - The BAD assessment has been levied on the property in previous year(s). The district hereby certifies the property levied is eligible to be placed on the secured tax roll.
 - The BAD assessment is being levied on the property for the 1st time. The district hereby certifies the property levied has not been sold¹ or encumbered² prior to delivery to the Auditor and may be placed on the secured tax roll. In addition, the District agrees to complete and submit a Direct Charge Correction Form to the Auditor by March 1 to move the levy to the unsecured roll on any property sold¹ or encumbered² by December 10.
 - The BAD assessment is being levied on the property for the 1st time. The district hereby certifies the property levied has been sold¹ or encumbered² prior to delivery to the Auditor and is eligible only for the unsecured tax roll.
- The District's levy is an Escaped Direct Charge. *Check any that apply. If more than one applies, submit multiple sets of electronic data files (contact Auditor prior to submission).*
 - The district hereby certifies the property levied has not been sold¹ or encumbered² subsequent to July 1 of the year of escape and prior to the correction being entered on the current roll and is eligible to be placed on the secured tax roll.
 - The district hereby certifies the property levied has been sold¹ or encumbered² subsequent to July 1 of the year of escape and prior to the correction being entered on the current roll and is eligible to be placed only on the unsecured tax roll.
- Others not eligible for secured tax roll. Please contact the Auditor-Controller's Property Tax Division prior to submitting the direct charge levies.
- The District's levy is not one of the types shown above. The District hereby certifies the property levied is eligible, under the laws of the State of California, to be placed on the secured tax roll.

Tahoe-Truckee Sanitation Agency
District Name

84001
Direct Charge Tax Code Number(s) (or attach list)

LaRue Griffin
Print Name of Authorized Person Certifying this Form

General Manager
Title of Authorized Person Certifying this Form

Signature of Authorized Person Certifying this Form

July 10, 2019
Date Form Certified

El Dorado County, Auditor-Controller, Property Tax Division
360 Fair Lane, Placerville CA 95667 (530) 621-5470
Direct Charge Information Sheet as of May 13, 2019

**B
A
C
K
G
R
O
U
N
D**

The information on this form is used to ensure accuracy related to the direct charge levy, contact information, revenue distribution, etc. The review, validation, and submission of this information is necessary each year by the statutory deadline of **August 10**. The district may make additional updates to the information anytime throughout the year by submitting an updated form.

- I
N
S
T
R
U
C
T
I
O
N
S**
- Review the Background and Instructions information on this page.
 - Locate and print the page(s) with the district's direct charge(s).
 - Review and validate the information below.
 - Notate changes/inaccuracies using a colored pen or highlighter. IF using a pdf text editing tool, also use the highlighting tool to highlight the changes. Changes must be obvious when glancing at the form.
 - Sign and date the form(s) related only to the specific district's direct charges.
 - Retain a copy for your records.
 - Submit the completed form to the Auditor-Controller, Property Tax Division by **August 10**, along with the other required forms. Submissions may be made via mail, fax, or email.

**F
Y
I**

Direct Charge Tax Code: **84001** FYI Tax Code <2018/19: 20673
 Description on the Tax Bill: **Delq Bill: Tahoe-Truckee Sanitation Agency**
 Property Tax Division Staff Assignment: **Joy Shaw**
 Property Tax Division Staff Email: **joy.shaw@edcgov.us**
 Property Tax Division Staff Phone Number: **530/621-5473**
 Teeter Plan (R&T\$4701 et seq.) (Y or N): **N**

**V
A
L
I
D
A
T
E
&
N
O
T
A
T
E
C
H
A
N
G
E
S**

District Name: **Tahoe-Truckee Sanitation Agency**
Type & Description: **Delinquent Sanitation & Sewerage Charges for Services**
Category: **Delinquent Fees & Charges**
Phone# on Tax Bill: **530/587-2525**
District Contact: **Emily Pindar**
13720 Butterfield Drive
Truckee, CA 96161

District Email Address: **epindar@ttsa.net**
District Phone# – During Business Hours: **530/587-2525**
District Phone# – Alternate (if applicable):
District FAX Number (if applicable): **530/587-5840**
District Website (if applicable): **https://www.ttsa.net/**

Consultant Name (if applicable):
Consultant Address:
Consultant City/State/Zip:
Consultant Phone:
Consultant FAX:
Consultant Email Address:

FENIX/MUNIS G/L Org Code: **8712000**
FENIX/MUNIS Revenue Object: **1740**
FENIX/MUNIS Project String (if applicable):
Current Year Levy Status: **Active**

**C
O
M
P
L
E
T
E**

Please make changes that have been obviously noted above.
 The information above is accurate and no changes are needed.

 LaRue Griffin
 Print Name of Authorized Person Certifying this Form

 General Manager
 Title of Authorized Person Certifying this Form

 7/10/2019
 Date Form Certified

 Signature of Authorized Person Certifying this Form

El Dorado County, Auditor-Controller, Property Tax Division
360 Fair Lane, Placerville CA 95667 (530) 621-5470

Direct Charge Levy
Annual Certification of Levy and Data Submission Form

**B
A
C
K
G
R
O
U
N
D**

The information on this form is used to ensure accuracy related to the submission of the direct charge levy data file submitted by August 10. Submit this form each time a data file is submitted. Any file format errors, invalid ANs, amount with an odd cent, or \$0 amount will cause the entire data submission to fail. Please note that each data submission will completely overwrite any previously submitted data for that tax year.

**I
N
S
T
R
U
C
T
I
O
N
S**

- Review the Background and Instructions information on this page.
- Locate and print the page(s) with the district's direct charge tax code(s).
- Complete the information below.
- Sign and date the form(s) related only to the specific district's direct charges.
- Retain a copy for the district's records.
- Submit the completed form to the Auditor-Controller, Property Tax Division by **August 30, 2019**, along with the data file (4 data formats are available). Submissions may be made via email, mail, or in person. District bears the responsibility to ensure delivery to the Property Tax Division.

**F
Y
I**

Direct Charge Tax Code/Brief Description: **84001 Delq Bill: Tahoe-Truckee Sanitation Agency**
 District Name: Tahoe-Truckee Sanitation Agency
 District Email Address: epindar@ttsa.net
 Property Tax Division Staff Information: Joy Shaw 530/621-5473 joy.shaw@edcgov.us
 For Tax year: **2019/20** (July 1, 2019 through June 30, 2020)

**C
O
M
P
L
E
T
E**

The undersigned hereby: attests that the direct charge levies have been verified for accuracy and approved by the district; agrees to the cost recovery for direct charges enrolled; and agrees to the statutory and procedural terms for collection on the tax roll.

Check One:

- Only one direct charge tax code # on the file
 Multiple direct charge tax code #s on the file

Check One:

- 1st Submission for tax roll for the tax year
 Resubmission for tax roll for the tax year

Check One:

- Data file is for secured tax roll
 Data file is for unsecured tax roll

July 10, 2019

- AM
 PM

Date Submitted

Number of Records

(all levies will reject if different from data file)

\$ _____

Total Amount

(all levies will reject if different from data file)

General Manager

LaRue Griffin

Title of Authorized Person Certifying this Form

Print Name of Authorized Person Certifying this Form

Signature of Authorized Person Certifying this Form

**A
U
D
I
T
O
R

U
S
E**

Date Received

Date Loaded

Loaded By

- Successfully Processed
 All Records Rejected

Date Sent Confirm-Reject Memo



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Vicky Lufrano, Human Resources Administrator
Item: V-6
Subject: Discussion and update of the Classification and Compensation Study

Background

Bryce Consulting, Inc. was approved to perform an Agency Compensation and Classification Study at the September 12, 2018 Board meeting. As part of the study and as requested by the Board of Directors, a list of comparable agencies was prepared and approved at the December 12, 2018 Board of Directors meeting.

Shellie Anderson from Bryce Consulting, Inc. will present draft compensation data and job descriptions and seek direction from the Board of Directors on a labor market position (mean, median, other percentile) as well as direction on labor market agencies.

Based on the labor market position, Shellie Anderson will attend the August Board of Directors meeting and present the salary recommendations and the final study to the Board of Directors.

Fiscal Impact

None.

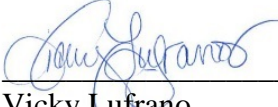
Attachments

1. Classification and Compensation Study update presentation.
2. Job descriptions per classification.
3. Compensation data for benchmark positions.

Recommendation

Management and staff recommend the Board of Directors provide a labor market position and direction on labor market agencies for use in the study.

Review Tracking

Submitted By: 
Vicky Lufrano
Human Resources Administrator

Approved By: 
LaRue Griffin
General Manager

Tahoe -Truckee Sanitation Agency

July 10, 2019

Board of Directors

Classification Study Update

- Employee Orientation **Completed**
- Department Manager Interviews **Completed**
- Employees Complete Position Inventory Questionnaires **Completed**
- Employee Interviews **Completed**
- Develop Classification Plan Structure **Completed**
- Review Classification Plan Structure with Agency **Completed**
- Prepare Job Descriptions **Completed**
- Review Job Descriptions with Agency **Completed**
- Conduct Employee Review Process **Completed**
- Conduct FLSA Analysis **Completed**
- Finalize Classification Study **Completed**

Compensation Study Update

- Review and Recommend Compensation Survey Parameters **Completed**
- Review Compensation Survey Parameters with the Agency **Completed**
- Finalize Compensation Parameters **Completed**
- Contact Survey Employers and Prepare Information Packet **Completed**
- Collect and Analyze Salary Survey Data **Completed**
- Review Preliminary Survey Results with the Agency **Completed**
- Follow Up Data Collection **Completed**
- Prepare Preliminary Salary Plan and Internal Relationship Analysis **In Process**
- Review and Revise Salary Plan with the Agency
- Prepare and Present Final Report

Review of Data

- Review of Total Compensation Summary

Compensation Policy

- Survey Agencies
 - Which labor market to use
- Labor Market Position
 - Which statistic to use (mean, median, some other percentile)

Next Steps

- Develop salary recommendations based on Board direction (survey agencies and labor market position)
- Recommend 6 steps with 5% between for each classification
- Return to Board in August for final acceptance

Total Compensation Summary

Survey Classification	Bryce Agencies (Classic) Median		Bryce Agencies (PEPRA) Median		Complete List (Classic) Median		Complete List (PEPRA) Median		Member Agencies (Classic) Median		Member Agencies (PEPRA) Median	
Accounting Technician II	\$7,856	34.41%	\$7,837	30.98%	\$8,632	27.93%	\$8,731	23.10%	\$8,318	30.55%	\$8,519	24.97%
Administrative Assistant II	\$6,629	32.74%	\$6,629	29.37%	\$8,131	17.50%	\$8,188	12.76%	\$8,318	15.60%	\$8,188	12.76%
Administrative Manager	\$15,071	8.69%	\$15,069	3.13%	\$16,519	-0.08%	\$16,519	-6.20%	\$17,970	-8.87%	\$17,122	-10.07%
Associate Engineer	\$12,767	13.54%	\$12,764	8.44%	\$13,363	9.50%	\$13,669	1.95%	\$14,512	1.72%	\$13,732	1.50%
Chemist II	\$10,030	19.82%	\$10,030	15.34%	\$11,452	8.45%	\$11,513	2.83%	Insuff Data	---	Insuff Data	---
Chief Plant Operator	\$13,180	13.32%	\$13,178	8.17%	\$13,736	9.67%	\$13,733	4.29%	Insuff Data	---	Insuff Data	---
Customer Service Specialist II	\$7,783	35.02%	\$7,745	31.79%	\$8,584	28.33%	\$8,689	23.47%	\$8,690	27.44%	\$8,904	21.58%
Engineering Department Manager	\$17,635	6.75%	\$17,635	0.86%	\$18,735	0.94%	\$18,156	-2.08%	\$18,977	-0.34%	\$17,828	-0.23%
Environmental Health and Safety and Emergency Response Coordinator	\$10,400	24.87%	\$10,400	20.52%	\$11,951	13.67%	\$11,951	8.67%	Insuff Data	---	Insuff Data	---
General Manager	\$20,669	5.80%	\$20,634	-0.18%	\$22,765	-3.75%	\$23,091	-12.11%	\$21,577	1.66%	\$21,264	-3.24%
Human Resources Administrator	\$14,337	0.22%	\$14,337	-5.63%	\$15,040	-4.68%	\$15,037	-10.79%	\$13,037	9.26%	\$13,034	3.97%
Instrumentation and Electrical Supervisor	\$12,472	17.87%	\$12,470	12.98%	\$12,712	16.29%	\$12,707	11.33%	Insuff Data	---	Insuff Data	---
Instrumentation and Electrical Technician II	\$10,050	24.57%	\$10,050	20.25%	\$11,638	12.64%	\$11,636	7.67%	Insuff Data	---	Insuff Data	---
Information Technology Manager	\$14,562	11.78%	\$14,559	6.41%	\$14,966	9.33%	\$14,962	3.81%	Insuff Data	---	Insuff Data	---
Information Technology Specialist	\$10,195	20.62%	\$10,195	16.14%	\$12,459	2.99%	\$12,457	-2.46%	Insuff Data	---	Insuff Data	---
Inventory Control Specialist	\$7,904	18.46%	\$7,903	14.43%	\$9,606	0.91%	\$9,606	-4.01%	Insuff Data	---	Insuff Data	---
Laboratory Director	\$11,275	25.86%	\$11,275	21.43%	\$14,321	5.82%	\$14,318	0.22%	Insuff Data	---	Insuff Data	---
Maintenance Department Manager	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---
Mechanic II	\$8,730	21.67%	\$8,730	17.50%	\$9,681	13.13%	\$9,678	8.54%	Insuff Data	---	Insuff Data	---
Operations Department Manager	Insuff Data	---	Insuff Data	---	\$17,635	-6.84%	\$17,635	-13.37%	Insuff Data	---	Insuff Data	---
Operations Shift Supervisor	Insuff Data	---	Insuff Data	---	\$11,541	10.24%	\$11,537	5.21%	Insuff Data	---	Insuff Data	---
Operations Supervisor	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---
Operator III	\$9,440	21.06%	\$9,440	16.73%	\$10,237	14.39%	\$10,346	8.74%	Insuff Data	---	Insuff Data	---
Purchasing Agent	\$8,794	19.21%	\$8,772	15.18%	\$8,914	18.11%	\$9,026	12.72%	\$9,017	17.17%	\$9,241	10.64%
	Average	18.81%	Average	14.19%	Average	9.30%	Average	3.83%	Average	10.47%	Average	6.88%

Total Compensation Summary

Survey Classification	Bryce Agencies (Classic) Mean		Bryce Agencies (PEPRA) Mean		Complete List (Classic) Mean		Complete List (PEPRA) Mean		Member Agencies (Classic) Mean		Member Agencies (PEPRA) Mean	
Accounting Technician II	\$8,023	33.01%	\$7,990	29.63%	\$9,104	23.99%	\$9,080	20.03%	\$8,573	28.42%	\$8,462	25.47%
Administrative Assistant II	\$6,927	29.71%	\$6,890	26.59%	\$8,305	15.73%	\$8,291	11.66%	\$8,318	15.60%	\$8,188	12.76%
Administrative Manager	\$15,062	8.75%	\$14,971	3.75%	\$15,974	3.23%	\$15,875	-2.05%	\$15,796	4.30%	\$15,494	0.39%
Associate Engineer	\$12,478	15.50%	\$12,418	10.93%	\$13,997	5.20%	\$13,972	-0.22%	\$14,156	4.13%	\$13,998	-0.41%
Chemist II	\$9,750	22.05%	\$9,750	17.70%	\$11,994	4.12%	\$12,010	-1.37%	Insuff Data	---	Insuff Data	---
Chief Plant Operator	\$13,382	12.00%	\$13,380	6.76%	\$14,997	1.37%	\$14,955	-4.22%	Insuff Data	---	Insuff Data	---
Customer Service Specialist II	\$7,941	33.70%	\$7,905	30.38%	\$8,659	27.70%	\$8,643	23.88%	\$8,648	27.79%	\$8,542	24.77%
Engineering Department Manager	\$17,689	6.46%	\$17,602	1.04%	\$19,331	-2.22%	\$19,298	-8.49%	\$18,325	3.11%	\$18,124	-1.89%
Environmental Health and Safety and Emergency Response Coordinator	\$10,391	24.94%	\$10,391	20.60%	\$12,532	9.47%	\$12,566	3.97%	Insuff Data	---	Insuff Data	---
General Manager	\$21,664	1.27%	\$21,604	-4.89%	\$23,436	-6.81%	\$23,418	-13.69%	\$21,413	2.41%	\$21,282	-3.32%
Human Resources Administrator	\$14,180	1.31%	\$14,130	-4.11%	\$15,311	-6.56%	\$15,277	-12.56%	\$12,683	11.73%	\$12,518	7.76%
Instrumentation and Electrical Supervisor	\$11,774	22.46%	\$11,773	17.85%	\$13,014	14.30%	\$13,013	9.19%	Insuff Data	---	Insuff Data	---
Instrumentation and Electrical Technician II	\$10,497	21.21%	\$10,497	16.71%	\$11,711	12.10%	\$11,713	7.06%	Insuff Data	---	Insuff Data	---
Information Technology Manager	\$14,730	10.76%	\$14,729	5.31%	\$16,057	2.72%	\$16,028	-3.04%	Insuff Data	---	Insuff Data	---
Information Technology Specialist	\$10,920	14.98%	\$10,919	10.19%	\$12,641	1.58%	\$12,644	-3.99%	Insuff Data	---	Insuff Data	---
Inventory Control Specialist	\$8,120	16.24%	\$8,119	12.09%	\$9,694	0.00%	\$9,668	-4.68%	Insuff Data	---	Insuff Data	---
Laboratory Director	\$11,504	24.35%	\$11,503	19.84%	\$14,441	5.03%	\$14,439	-0.63%	Insuff Data	---	Insuff Data	---
Maintenance Department Manager	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---
Mechanic II	\$8,659	22.30%	\$8,659	18.17%	\$10,377	6.89%	\$10,389	1.82%	Insuff Data	---	Insuff Data	---
Operations Department Manager	Insuff Data	---	Insuff Data	---	\$19,383	-17.43%	\$19,381	-24.59%	Insuff Data	---	Insuff Data	---
Operations Shift Supervisor	Insuff Data	---	Insuff Data	---	\$12,866	-0.06%	\$12,864	-5.69%	Insuff Data	---	Insuff Data	---
Operations Supervisor	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---	Insuff Data	---
Operator III	\$9,316	22.10%	\$9,315	17.83%	\$11,012	7.92%	\$11,022	2.77%	Insuff Data	---	Insuff Data	---
Purchasing Agent	\$8,633	20.69%	\$8,589	16.95%	\$9,314	14.44%	\$9,279	10.28%	\$9,289	14.67%	\$9,170	11.33%
	Average	18.19%	Average	13.67%	Average	5.58%	Average	0.25%	Average	12.46%	Average	8.54%

Job Descriptions

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Accounting Supervisor

Department: Administrative Services

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and supervises a wide variety of financial and accounting operations within the Administrative Services Department; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Accounting Supervisor position performs full supervisory responsibilities including planning, assigning and evaluating the work of subordinates. In addition, this position is responsible for the oversight of payroll, accounts payable, accounts receivable, and general accounting.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Administrative Manager. Exercises direct supervision over assigned clerical and technical personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class are not intended to be an inclusive list.*

- Develops and implements goals and objectives related to assigned section; establishes schedules and methods for accounting processes; implements policies and procedures.
- Plans, prioritizes, assigns, and supervises the work of staff involved in accounting functions.
- Evaluates operations and activities of assigned section; recommends improvements and modifications; prepares various reports on operations and activities.
- Ensures time sensitive tasks are completed timely.
- Assists in developing, tracking and administering budget; prepares cost estimates for budget recommendations; submits justifications for equipment, materials and supplies and gives input on Capital projects; monitors and controls expenditures.
- Recommends to the Administrative Manager the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.
- Prepares, or oversees preparation of, a wide variety of financial accounting statements and reports for review by manager and/or others; posts data and maintains and archives accounting records, ledgers and files.
- Oversees, verifies and calculates the processing of cash, deposits and accounts payable.

JOB TITLE: Accounting Supervisor

- Oversees collections and transfer of funds; verifies and reconciles accounts and interest; processes or verifies various permits and fees.
- Supervises and participates in the processing of payroll functions; performs or supervises data entry, reconciliation, report preparation and similar duties required to produce employee payroll; oversees or posts payroll and printing of payroll checks and direct deposit; ensures payroll taxes and benefits paid are accurate.
- Prepares for audits, including: collects, organizes data and researches needed information; prepares documentation; ensures all requirements are met for the audit.
- Answers questions and provides information to the public; investigates complaints and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of municipal accounting processes including GASB (government accounting standards board) and GAAP (generally accepted accounting principles), auditing, payroll functions, reporting requirements and budget preparation.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of budget monitoring.
- Principles and practices of safety management.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Organize, implement and supervise a wide variety of accounting, payroll, audit and budget operations/activities.

JOB TITLE: Accounting Supervisor

- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules, and codes related to area of assignment; intermittently access, review, analyze and adjust technical documents, work orders, reports and other files and records; train others; observe performance, review and evaluate the work of others; problem solve issues related to area of assignment; remember various processes and requirements; identify, interpret and communicate technical and numerical information and instructions.
- Interpret and explain pertinent accounting and financial requirements and Agency and department policies and procedures.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Three years of increasingly responsible experience in performing accounting duties (governmental accounting preferred); including one year providing technical and functional supervision over assigned personnel.

Education:

Equivalent to Associate's degree from an accredited college with major course work in accounting, business, finance or a related field. Additional experience may substitute for the required education. Equivalence would be two years of additional experience for one year of the required education.

JOB TITLE: Accounting Supervisor

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

PHYSICAL REQUIREMENTS

Work effectively for long periods of time at a desk, table, or counter; intermittently move, traverse and position self while performing work activities and to reach needed items; position self to adjust office equipment or to access low or high items; manipulate operate and activate office equipment and office tools; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Agency Job Title: Accounting Technician I/II

Department: Administrative Services

FLSA Status: NON EXEMPT

Revised as of: **07/2019**

DEFINITION

Performs general to complex accounting tasks, cash processing, payroll functions, accounts payable, accounts receivable, audit and budget preparation; performs a variety of technical tasks relative to assigned area of responsibility; and provides related clerical support to an assigned supervisor.

DISTINGUISHING CHARACTERISTICS

Accounting Technician I - This is the entry level class in the Accounting Technician series. Positions in this class typically require little directly related work experience. The Accounting Technician I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under immediate supervision while learning job tasks, progressing to general supervision as procedures and processes of assigned area of responsibility are learned.

Accounting Technician II - This is the journey level class in the Accounting Technician series and is distinguished from the I level by the assignment and satisfactory performance of the full range of duties. Employees at this level receive relatively less instruction or assistance, as employees at this level are expected to be fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

SUPERVISION RECEIVED AND EXERCISED

Accounting Technician I

Reports directly to, and receives immediate supervision from the Accounting Supervisor.

Accounting Technician II

Reports directly to, and receives general supervision from the Accounting Supervisor.

EXAMPLES OF ESSENTIAL DUTIES (for Accounting Technician I and II): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

JOB TITLE: Accounting Technician I/II

- Provides maintenance of the Agency's accounting and financial records, accounts payable and receivable, payroll and various journals and ledgers, as assigned.
- Provides customer service and answers phones; researches and provides information and answers or, when appropriate, refers questions; assists the billing department and other departments; scans files and records; processes cash receipts and payments.
- Processes payroll including employee time records; processes and prints checks and processes direct deposits; verifies and processes tax payments, benefits deductions and other payroll entries and adjustments; balances payroll to general ledger; and prepares management reports, as assigned.
- Calculates, processes, posts and reconciles accounts receivable, accounts payable, bank records and statements; advises supervisor of bond payments and status.
- Prepares a variety of financial statements.
- Processes manual checks, performs backups, and balances and maintains records, files and ledgers for a variety of transactions and accounting needs.
- Prepares and files a variety of federal and state taxes and reports.
- Performs W-2 calculations, audit preparation, budget preparation and creates a variety of reports.
- Gathers, researches and compiles data for annual audit; prepares audit spreadsheets and reports; performs year end closing activities.
- Reconciles financial discrepancies by collecting and analyzing account information.
- Balances records; reviews invoices and related documents; reconciles differences; researches and assembles information from a variety of sources for completion of forms or the preparation of reports.
- Processes correspondence and other documents.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Accounting Technician I

Knowledge of:

- Basic methods and procedures of accounting, bookkeeping, records management, office functions and cash handling.
- Basic methods and procedures of payroll functions and processing.
- Basic principles and practices of budget preparation.
- Basic principles and practices of audit functions.
- Principles and methods of excellent customer service.
- Modern office practices, methods, and computer equipment including relevant software programs.

JOB TITLE: Accounting Technician I/II

- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Learn methods for maintaining accounting and financial records, accounts payable and receivable, payroll and various journals and ledgers.
- Learn to know, understand and perform job-related operations; learn requirements and essential aspects of the job; learn to observe and report problems; learn to review, analyze and interpret documents and information, remember instructions; and communicate information to others.
- Make accurate computations.
- Learn to analyze and prepare technical accounting records and reports.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Two years of accounting, customer service and office support experience is desirable.

Education:

Equivalent to completion of twelfth grade required with additional college courses in accounting, business, finance or a related field desirable.

JOB TITLE: Accounting Technician I/II

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

Accounting Technician II

In addition to the above-listed qualifications for the Accounting Technician I:

Knowledge of:

- Methods and procedures of accounting, bookkeeping, records management, office functions and cash handling.
- Methods and comprehensive procedures of payroll functions and processing and relevant payroll legal requirements.
- Principles and practices of budget preparation.
- Principles and practices of audit functions and audit preparation.
- Federal and state reporting requirements.
- Relevant local, State, and Federal laws, rules and regulations related to area of assignment.

Ability to:

- Independently perform detailed and accurate maintenance for the Agency's accounting and financial records, process accounts payable and receivable, process payroll.
- On an ongoing basis, know, understand and effectively perform operations; know all requirements and essential aspects of the job; observe and analyze problems; review, analyze and interpret documents and information, remember instructions; and communicate tasks or projects to others.
- Analyze, prepare and maintain various detailed reports, journals and ledgers and other financial records.

Experience and Education:

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:

Two years of applicable experience similar to Accounting Technician I with T-TSA.

Education:

Equivalent to completion of twelfth grade required with additional college courses in accounting, business, finance or a related field desired.

JOB TITLE: Accounting Technician I/II

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

PHYSICAL REQUIREMENTS (for Accounting Technician I and II)

Effectively work at desk, table or counter for long periods of time; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; manipulate, activate, operate and adjust equipment; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS (for Accounting Technician I and II)

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Administrative Assistant I/II

Department: Any

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs a variety of general administrative and customer support duties for an assigned unit or function; prepares documents, correspondence and routing reports; and provides information and assistance to the public.

DISTINGUISHING CHARACTERISTICS

Administrative Assistant I - This is the entry level class in the Administrative Assistant series. Positions in this class typically require little directly related work experience. The Administrative Assistant I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under close supervision while learning job tasks, progressing to relatively less supervision as procedures and processes of assigned area of responsibility are learned.

Administrative Assistant II - This is the journey level class in the Administrative Assistant series and is distinguished from the I level by the assignment of the full range of duties. Employees at this level receive relatively less instruction or assistance and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

SUPERVISION RECEIVED AND EXERCISED

Administrative Assistant I

Reports directly to, and receives immediate supervision from the assigned supervisor.

Administrative Assistant II

Reports directly to, and receives general supervision from the assigned supervisor.

JOB TITLE: Administrative Assistant I/II

EXAMPLES OF ESSENTIAL DUTIES (for Administrative Assistant I and II): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Performs a variety of administrative and customer support duties for an assigned function including maintenance of accurate and detailed logs and records; verifies the accuracy of information; researches and resolves discrepancies, as assigned.
- Acts as a receptionist; answers phones; assists with answering inquiries from the general public in person, on the phone, via mail or by email; researches and provides information on billing, departmental or unit policies, procedures; takes and processes customer payments; confirms information; and processes other requests as required.
- Assists with processing reimbursements and providing the status of applications or processes; tracks permits, invoices, purchase orders, and/or other information, as assigned.
- Compiles and verifies information; prepares, proofreads, and distributes a variety of documents which may include reports, memoranda, forms, applications, correspondence, agendas, minutes, flyers, charts, meeting handouts, and/or other items, as assigned.
- Tracks sewer connection permits and provides information to customers regarding applicable Agency rules, regulations.
- Processes and distributes checks to vendors and employees.
- Assists accounting as needed, including: processes accounts payable including the review and matching of invoices and purchase orders, state sales tax corrections and check requests.
- Provides administrative support for a variety of special projects.
- Maintains physical and electronic filing and records systems and logs; scans and copies documents and files; ensures accuracy of files and records; updates information as needed; keeps reference materials up to date, as assigned.
- Processes and distributes mail; processes cash receipts; verifies balances and prepares associated documentation.
- Prepares for, and confirms arrangements for, meetings and special functions; and receives, organizes and maintains inventory of office materials and supplies, as assigned.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Administrative Assistant I

Knowledge of:

- Modern office practices, methods, and computer equipment including relevant software programs.
- Methods and procedures for accurate record and file maintenance.
- Methods and procedures cash handling and processing.

JOB TITLE: Administrative Assistant I/II

- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of excellent customer service.

Ability to:

- Learn to perform a variety of administrative and customer service duties in support of the assigned function.
- Learn to know, understand and explain operations; learn requirements and essential aspects of the job; learn to observe and report problems; learn to review, analyze and interpret documents and information, remember instructions; and communicate information to others.
- Learn the policies and procedures related to the assigned department or function.
- Learn to balance and reconcile cash drawers and prepare accurate documentation.
- Provide excellent customer service.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishments of Agency goals, objectives and activities.

Experience and Education:

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:

One year of clerical experience.

Education:

Equivalent to the completion of the twelfth grade.

JOB TITLE: Administrative Assistant I/II

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

Administrative Assistant II

In addition to the qualifications for the Administrative Assistant I:

Knowledge of:

- Policies and procedures related to the department and/or function assigned.
- Methods and procedures of administrative research.
- Relevant local, State, and Federal laws, rules and regulations related to area of assignment

Ability to:

- Independently perform a variety of administrative and customer support duties.
- On an ongoing basis, know, understand and explain operations; know all requirements and essential aspects of the job; observe and analyze and propose solutions for problems; review, analyze and interpret documents and information, remember instructions; and communicate tasks or projects to others.
- Conduct research, collect, analyze and summarize information and present it in accurate reports and documents.
- Balance and reconcile cash drawers and prepare accurate documentation.
- Explain departmental policies and procedures of function to which assigned.

Experience and Education:

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:

Two years of responsible journey experience similar to Administrative Assistant I with T-TSA.

Education:

Equivalent to the completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

JOB TITLE: Administrative Assistant I/II

PHYSICAL REQUIREMENTS (for Administrative Assistant I and II)

Work effectively at desk, table or counter for long periods of time; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; manipulate, activate, operate and adjust equipment; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS (for Administrative Assistant I and II)

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Administrative Manager

Department: Administrative Services

FLSA Status: EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and reviews the activities and operations of the Administration Department including overseeing: accounting, and customer service (billing), purchasing, budget and other administrative functions; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Administrative Manager duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent has broad management authority for the day-to-day operations of the Administrative Services Department, as well as functional authority/responsibility for overseeing financial affairs, internal controls, financial systems, and numerous financial and administrative projects.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives administrative direction from the General Manager. Responsibilities include broad direct supervisory authority over a large and diverse group of supervisory, professional, technical, and support positions in the Administrative Services Department.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures.
- Coordinates department activities with those of other departments and outside agencies and organizations; prepares and presents staff reports and other necessary correspondence.
- Manages all activities related to the Agency's general accounting function, including the maintenance of the accounting system, general ledgers, Agency-wide feasibility studies, cash receipts function, general and special project budgeting, fixed assets, payroll, account analysis, and preparing various ad hoc reports.

JOB TITLE: Administrative Manager

- Manages the reconciliation of a variety of funds, ledgers, reports, and accounting records; examines accounting transactions to ensure accuracy; approves journal vouchers to post transactions to accounting records; performs month-end, fiscal year-end, and calendar year-end accounting system processing.
- Ensures that all financial records are properly accounted for and in compliance with Generally Accepted Accounting Principles (GAAP).
- Manages, directs and monitors accounting, customer service (billing), purchasing, budget and other finance and administrative functions; oversees activities including accounting, budget, long-term financing, investments, budget projections, internal/external audits, cash management, customer service programs, and purchasing.
- Publishes, and posts Board agendas, meeting notices and other related materials; prepares and finalizes Board minutes; assemble Board packets; prepares and disseminates all documents for Board meetings; assures posting, mailing, and other known legal requirements are met.
- Directs, oversees and participates in the development of the department's work plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Secures and manages the services of contractors and consultants in the performance of administration studies and projects; prepares and administers administration contracts and purchase agreements.
- Directs and oversees the posting, advertisement, and bid process of CIP projects; reviews contractor insurance documentation and insurances.
- Directs and oversees the Agency surplus property program.
- Supervises and participates in the development and administration of the budget; directs the forecast of additional funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments, as needed.
- Selects, trains, motivates and evaluates performance of personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the department.
- Provides support to the Human Resources Administrator in the administration of employee benefits programs including health, retirement, workers' compensation, and deferred compensation as needed.
- Obtains insurances for the Agency including for vehicles, pooled liability, public entity property and Board Bonds and others as needed.
- Represents the department to outside groups and organizations; participates in outside community and professional groups and committees; makes presentations; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.

JOB TITLE: Administrative Manager

- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of office administration including accounting, auditing and methods used in governmental accounting.
- Principles and practices of revenue and expense reporting.
- Principles and practices of safety and emergency procedures.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, administration and personnel management.
- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Administration Department
- On a continuous basis know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Prepare and administer department budgets.
- Develop and implement department policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Maintain accurate records and files.
- Organize, manage, review and monitor a variety of projects.

JOB TITLE: Administrative Manager

- Gain cooperation among staff and management team through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals. Interpret and apply Agency and department policies, procedures, rules and regulations.
- Interpret and apply local, regional, State and Federal and Agency policies, procedures, rules and regulations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Six years of experience that involved administrative and finance office services.

Education:

Equivalent to an Associate's degree from an accredited college or university with major course work in business administration, finance or a related field. Additional experience may substitute for the required education. Equivalence would typically be two years of additional work-related experience for one year of work-related education.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required.

JOB TITLE: Administrative Manager

PHYSICAL REQUIREMENTS

Work effectively at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside of regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Assistant Engineer/Associate Engineer

Department: Engineering

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs professional and highly technical civil engineering duties including design, drafting, planning, bidding, inspections and implementation of construction projects; prepares special engineering reports; conducts studies; and performs technical work for the plant/pipeline operations and maintenance programs; and provides highly responsible professional support to an assigned supervisor.

DISTINGUISHING CHARACTERISTICS

Assistant Engineer - This is the entry level class in the Engineer series. Positions in this class typically require little directly related work experience. The Assistant Engineer class is distinguished from the Associate level by the performance of less than the full range of duties assigned to the Associate level. Incumbents work under general supervision while learning job tasks, progressing to relatively less direction as procedures and processes of assigned area of responsibility are learned.

Associate Engineer - This is the journey level class in the Engineer series and is distinguished from the Assistant level by the assignment of the full range of duties. Employees at this level receive minimal instruction or assistance and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the Assistant level once the incumbent meets the qualification standards of the Associate level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

This class is distinguished from the Senior Engineer in that the latter performs the most difficult and responsible types of duties assigned to classes within this series, including providing supervision over assigned personnel and performing complex design, planning, and implementation of projects.

SUPERVISION RECEIVED AND EXERCISED

Assistant Engineer

Reports directly to, and receives general supervision from the Senior Engineer.

Associate Engineer

Reports directly to, and receives direction from the Senior Engineer.

JOB TITLE: Assistant Engineer/Associate Engineer

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Performs professional and technical civil engineering duties requiring specialized knowledge related to the design and completion of complex engineering and construction assignments.
- Serves as project manager for a variety of capital improvement projects including the conception, feasibility evaluation, design, scheduling, development of Requests for Qualifications and Requests for Proposals, the development and monitoring of project budgets, oversight of outside design consulting firms and management of the construction phase.
- Performs inspections of on-site and off-site projects.
- Researches project design requirements and performs related calculations; conducts plan checks to ensure compliance with Agency and regulatory standards; prepares time and material cost estimates.
- Analyzes, understands, interprets, and communicates to others the correct application of relevant Federal, State, and Local governmental regulations, as well as technical reports, manuals, sketches and related information.
- Develops engineering solutions, designs, plans, specifications and cost estimates for projects and equipment.
- Researches products and vendors; solicits quotes, compares costs and evaluates quality of products.
- Adheres to safety and emergency policies, procedures, rules, regulations and standard operating procedures.
- Participates in the bidding process as assigned, monitors performance and compliance with contracts and agreements.
- Reviews and checks plans and specifications for conformance with design standards, codes and regulations.
- Prepares and reviews project status reports, memos, letters, and other correspondence.
- Performs research and conducts technical studies and investigations; prepares reports and presents findings to appropriate staff.
- Performs technical work for the plant/pipeline operations and maintenance programs, as assigned.
- Prepares for and participates in effective public speaking presentations to a variety of audiences.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

JOB TITLE: Assistant Engineer/Associate Engineer

QUALIFICATIONS

Assistant Engineer

Knowledge of:

- Basic principles and practices of engineering, construction, inspection and design project requirements.
- Basic methods, materials, and techniques used in the design, construction, and maintenance and operation of utilities projects and activities.
- Mathematics used in the engineering field.
- Current developments and trends related to professional engineering.
- Modern office practices, methods and equipment including personal computers, AutoCAD and other specialized civil engineering software applications, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices, policies, rules, regulations methods and procedures as relates to design, engineering, construction and emergency procedures and equipment.
- Principles and practices of customer service.

Ability to:

- Learn to perform professional and highly technical civil engineering duties including design, drafting, planning, bidding, inspections and implementation of construction projects; learn to prepare special engineering reports and studies; and learn to perform technical work for the plant/pipeline operations and maintenance programs.
- Learn to understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; intermittently access, review, and adjust and enter data on documents, reports and files; design engineering plans; learn to conduct surveys of proposed construction sites; learn to analyze, interpret and recommend changes to engineering work plans; manage engineering and construction projects; learn to interpret analytical results and technical and numerical information; learn to observe equipment and conditions and problem solve issues related to area of assignment; remember various processes and requirements; interpret and communicate information.
- Learn the methods and procedures related to wastewater treatment, conveyance systems, plant and pipeline operations, analytical quality control methods and interpretation of data.
- Learn the methods and procedures for securing permits and approvals; Federal, State, and local regulations, laws, codes, ordinances and rules related to construction and civil engineering projects.
- Understand and carry out oral and written instructions, prioritize workload to meet deadlines; adjust to changing requirements and environments.
- Learn to conduct complex special studies; write, review and revise detailed documents and reports.
- Learn to analyze, understand, interpret, and communicate the correct application of governmental regulations, technical reports, books, manuals, sketches and plans.

JOB TITLE: Assistant Engineer/Associate Engineer

- Ensure adherence to relevant safety policies, procedures, rules, regulations and standard operating procedures.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

None.

Education:

Equivalent to a Bachelor's degree from an ABET accredited college or university with major course work in civil engineering or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid Certificate of Registration as an Engineer-In-Training issued by the California Department of Consumer Affairs Board for Professional Engineers, Land Surveyors, and Geologists.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

JOB TITLE: Assistant Engineer/Associate Engineer

Associate Engineer

In addition to the qualifications for the Assistant Engineer:

Knowledge of:

- Principles and practices of professional civil engineering, construction, inspection and design project requirements.
- Methods and procedures related to wastewater treatment, conveyance systems, plant and pipeline operations, analytical quality control methods and interpretation of data.
- Methods and procedures for securing permits and approvals; Federal, State, and local regulations, laws, codes, ordinances and rules related to construction and engineering projects.

Ability to:

- Perform professional and highly technical civil engineering duties including design, drafting, planning, bidding, inspections and implementation of construction projects; prepares special engineering reports and studies; and performs technical work for the plant/pipeline operations and maintenance programs.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; intermittently access, review, and adjust and enter data on documents, reports and files; design civil engineering plans; conduct surveys of proposed construction sites; analyze, interpret and recommend changes to engineering work plans; manage engineering and construction projects; interpret analytical results and technical and numerical information; explain processes to others; observe equipment and conditions and problem solve issues related to area of assignment; remember various processes and requirements; interpret and communicate information.
- Conduct complex special studies; write, review and revise detailed documents and reports.
- Analyze, understand, interpret, and communicate the correct application of governmental regulations, technical reports, books, manuals, sketches and plans.

Experience and Education:

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:

Two years of responsible experience similar to an Assistant Engineer with T-TSA.

Education:

Equivalent to a Bachelor's degree from an ABET accredited college or university with major course work in civil engineering or a related field.

JOB TITLE: Assistant Engineer/Associate Engineer

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid Certificate of Registration as a Licensed Professional Engineer in Civil Engineering issued by the California Department of Consumer Affairs Board for Professional Engineers, Land Surveyors, and Geologists.

Possession, or ability to obtain confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS (for Assistant and Associate Engineer)

Work effectively for long periods of time at a desk, table, counter; travel to conduct off-site inspections; intermittently move, traverse and position self while performing work activities; ascend and descend stairs, ladders or step stools to inspect or reach equipment or other items and to access areas out of normal reach; manipulate, operate, activate and adjust equipment and tools; position self to adjust office and field equipment or to access low or high items; discern hazardous warning signs and discern and respond to announcements and alarms; maintain airtight seal with self-contained breathing apparatus and air purifying respirator; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS (for Assistant and Associate Engineer)

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. This position also works outside with exposure to all weather conditions and plant noise while conducting inspections and field work. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Chemist I/II/III

Department: Operations

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs technical and professional laboratory duties including testing, analysis, examination, collection and processing of water, wastewater and other environmental samples; and provides support to the Laboratory Director.

DISTINGUISHING CHARACTERISTICS

Chemist I - This is the entry level class in the Chemist series. Positions in this class typically require little directly related work experience. The Chemist I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under close supervision while learning job tasks, progressing to relatively less direction as procedures and processes of assigned area of responsibility are learned.

Chemist II - This is the second level class in the Chemist series and is distinguished from the I level by the assignment of the full range of duties. Employees at this level receive relatively less instruction or assistance and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

Chemist III - This is the full journey level in the Chemist series. It is distinguished from the Chemist II by the ability to perform the full range of duties assigned as well as possession of a Laboratory Analyst III certification. Positions in this class are flexibly staffed and are normally filled by advancement from the II level once the incumbent meets the qualification standards of the III level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

SUPERVISION RECEIVED AND EXERCISED

Chemist I

Reports directly to, and receives general supervision from the Laboratory Director.

Chemist II

Reports directly to, and receives direction from the Laboratory Director.

JOB TITLE: Chemist I/II/III

Chemist III

Reports directly to, and receives direction from the Laboratory Director.

EXAMPLES OF ESSENTIAL DUTIES (for Chemist I/II/III): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Collects field and composite samples and data and transports according to prescribed protocols; performs field sampling at off-site locations.
- Performs a variety of routine and special project laboratory tests to assist related to the plant control and environmental monitoring programs for the wastewater treatment plant and contracted services to other agencies and clients.
- Follows Environmental Laboratory Accreditation Program (ELAP) requirements to produce verifiable data to be reported to the Laboratory Director and the Water Quality Control Board and other entities, as required.
- Collects and processes various samples, following prescribed procedures; prepares media and processes in incubator.
- Performs various chemical and biological tests and maintains records of results and performs quality control processes.
- Receives samples from clients and other local agencies; verifies and maintains chain of custody; documents and logs samples; prepares invoices; and processes samples.
- Adheres to safety program regarding hazardous waste handling and follows all other safety requirements and protocols.
- Maintains accurate detailed records and files; produces graphs; enters and reviews data; assures results meets or exceed quality assurance criteria; prepares and enters various data into documents, reports and logs.
- Sets up, calibrates and operates a variety of laboratory equipment and instrumentation; performs troubleshooting and maintenance of laboratory equipment and instruments.
- Recognizes problems that may occur in analytical procedures and troubleshoots known problems or confers with other to identify possible problems affecting results.
- Maintains and cleans laboratory equipment; sanitizes laboratory tools and equipment; washes glassware and other items following prescribed protocols.
- Assists in the development of Standard Operating Procedures.
- Performs river sampling and biological organism identification for compliance with agency monitoring and reporting programs.
- Works on special projects, as assigned.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.

JOB TITLE: Chemist I/II/III

- At the Chemist III level, incumbents may serve in absence of Laboratory Director for regulatory reporting purposes.
- Performs related duties as assigned.

QUALIFICATIONS

Chemist I

Knowledge of:

- Basic methods and procedures related to the preparation and standardization of chemical solutions, laboratory instrumentation and analytical quality control, and biology and chemistry.
- Basic principles of chemistry, biology and microbiology as pertains to laboratory testing and analysis.
- Basic principles and practices of research, analysis, and laboratory processes and equipment used.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Learn to collect field and composite samples and data and transport according to prescribed protocols.
- Learn to perform a variety of routine and special project laboratory tests related to plant control and environmental monitoring programs for the wastewater treatment plant and contracted services to other agencies and clients.
- Learn to safely operate a snowmobile, ATV, or vehicle with chains installed, in inclement weather conditions.
- Learn all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; learn safety rules and how to identify hazards; intermittently locate, analyze, detect and diagnose problem equipment; learn to problem solve related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review and interpret and adjust or enter data on various documents and records and interpret and communicate technical and numerical information.
- Learn to perform standard laboratory tasks including using instrumentation, running calibrations, weighing, measuring, making standards, analyzing and interpreting reports and results.
- Perform standard mathematical, statistical, geometric and algebraic calculations.

JOB TITLE: Chemist I/II/III

- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

One year of laboratory experience desirable.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major coursework in biology, microbiology, chemistry, environmental science or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a CWEA Grade I Laboratory Analyst Certificate is required within three qualifying test cycles of appointment (approximately 18 months).

Chemist II

In addition to the qualifications for the Chemist I:

JOB TITLE: Chemist I/II/III

Knowledge of:

- Methods and procedures related to wastewater treatment.
- Methods for the preparation and standardization of chemical solutions, laboratory instrumentation and analytical quality control, and aquatic biology and chemistry.
- Principles of chemistry, biology and microbiology as pertains to laboratory testing and analysis.
- Principles and practices of biological and physical testing and analyses of water and wastewater including proper sampling procedures and EPA approved methods as dictated in Standard Methods.
- Principles and practices of research, analysis and laboratory functions and laboratory equipment used for a public utility water and wastewater quality control agency.

Ability to:

- Collect field and composite samples and data and transports according to prescribed protocols.
- On an ongoing basis know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Perform a variety of routine and special project laboratory tests related to plant control and environmental monitoring programs for the wastewater treatment plant and contracted services to other agencies and clients.
- Safely operate a snowmobile, ATV, or vehicle with chains installed, in inclement weather conditions.
- Perform analysis of laboratory tests including using instrumentation, running calibrations, weighing, measuring, making standards and to analyze and interpret reports and results.
- Perform mathematical, statistical, geometric and algebraic calculations common to water quality control laboratory analysis.

Experience and Education:

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:

Two years of responsible experience similar to Chemist I with T-TSA.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major coursework in biology, microbiology, chemistry, environmental science or a related field.

JOB TITLE: Chemist I/II/III

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a CWEA Grade II Laboratory Analyst Certificate is required within three qualifying test cycles of appointment (approximately 18 months).

Chemist III

In addition to the qualifications for the Chemist II:

Knowledge of:

- Advanced methods and procedures related to wastewater treatment, of the preparation and standardization of chemical solutions, laboratory instrumentation and analytical quality control, and aquatic biology and chemistry.
- Advanced principles and practices of research, analysis and laboratory functions and laboratory equipment used for a public utility water and wastewater quality control agency.
- Advanced methods and procedures related to biological organism identification.
- ELAP certification process for environmental laboratories and other regulatory requirements.
- Methods of instrument troubleshooting, calibration and maintenance of laboratory equipment.

Ability to:

- Perform the most complex duties related to the performance and analysis of laboratory tests related to the plant control and environmental monitoring programs for the wastewater treatment plant and contracted services to other agencies and clients.
- Perform troubleshooting, calibration and maintenance of laboratory instruments.
- Serve as acting Laboratory Director in Director's temporary absence to comply with regulatory reporting purposes.
- Assist with the training of new staff.

Experience and Education:

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:

JOB TITLE: Chemist I/II/III

Experience:

Two years of responsible experience similar to Chemist II with T-TSA.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major coursework in biology, microbiology, chemistry, environmental science or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a CWEA Grade III Laboratory Analyst Certificate is required within three qualifying test cycles of appointment (approximately 18 months).

PHYSICAL REQUIREMENTS (for Chemist I/II/III)

Work effectively at desk, laboratory station, and in meetings for long periods of time; intermittently move, traverse and position self while performing duties in the field, laboratory or office; access equipment surrounding desk or in laboratory; activate, use and operate a computer and other office equipment and laboratory equipment; discern color-based test results and organisms through a microscope; use telephone; communicate through written means; and move or transport weight of 25 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS (for Chemist I/II/III)

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. In addition, this position also works outside with exposure to all weather conditions during, e.g., sampling. Laboratory is open 7 days per week requiring weekend work.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Chief Plant Operator

Department: Operations Department

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs, manages and supervises wastewater treatment operations within the Operations Department including complex operational problems and projects, and training and scheduling of personnel; ensures plant is running properly, in a safe efficient manner and in compliance with regulatory requirements; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Chief Plant Operator position performs management responsibilities for the Operations Department, including planning, assigning and evaluating the work of subordinates. This position is responsible for supervising and managing the wastewater treatment function of the Operations Department.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Operations Department Manager. Exercises direct supervision over assigned technical personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class are not intended to be an inclusive list.*

- Develops and implements goals and objectives related to wastewater treatment operations; establishes schedules and methods for the wastewater treatment operations; implements policies and procedures.
- Plans, prioritizes, assigns, supervises and reviews the work of staff involved in wastewater treatment operations. Assumes the role of Operator as needed.
- Evaluates operations and activities of wastewater treatment operations; recommends improvements and modifications; prepares various reports on operations and activities.
- Assists the Operations Department Manager in developing and administering section budget; prepares cost estimates for budget recommendations; submits justifications for requested equipment, materials and supplies; monitors and controls expenditures.
- Recommends to Operations Department Manager the selection of staff; provides or coordinates staff training; works with employees to correct performance deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.

JOB TITLE: Chief Plant Operator

- Prepares regulatory compliance documents including, but not limited to, Lahontan Regional Water Quality Control Board report, EPA Biosolids Report, and Waste Management Sludge Profile; and monthly monitoring reports.
- Oversees and checks process records to determine compliance with all regulatory requirements; monitors operations and laboratory data to determine efficiency and effectiveness of plant processes.
- Performs operational tasks, when needed, including complex operational problems; collects samples; performs rounds; operates, repairs or cleans equipment; puts equipment in and out of service.
- Inspects treatment plant and equipment.
- Performs confined space entries to inspect tanks and other spaces.
- Adheres to and enforces compliance with all safety policies and procedures.
- Oversees repair requisitions; estimates hours needed for repairs; determines frequency and need for preventative maintenance; approves work orders; accepts deliveries.
- Provides tours and makes presentations.
- Answers questions and provides information to the public; investigates complaints from the public and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of wastewater treatment operations and processes and the methods of evaluating treatment results.
- Equipment, tools and materials used in wastewater treatment operations and processes.
- Methods and procedures of mathematics, biology, chemistry, biochemistry and sampling procedures and laboratory techniques related to area of assignment.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of budget monitoring.
- Principles and practices of safety management and response to emergencies involving assigned operations.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.

JOB TITLE: Chief Plant Operator

- Principles and practices of customer service.

Ability to:

- Organize, implement, and direct wastewater treatment operations including complex operational problems and projects, ensuring compliance with regulatory requirements.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Interpret and explain pertinent Agency and department policies and procedures.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Analyze and prepare technical reports and related documents.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Assist with the duties of Operations Supervisor, Operations Shift Supervisor or Operator, as needed.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and/or Education:

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:

Three years of increasingly responsible experience supervising wastewater operations.

JOB TITLE: Chief Plant Operator

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in environmental science, engineering, or a related field. Additional experience may substitute for the required education. Equivalence would typically be two years of additional experience for one year of education.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a Wastewater Treatment Operator Grade V Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification is required within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, control rooms, laboratory or job site while performing work activities and to reach needed items; work effectively for long periods of time at a desk or table in a control room, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or access low or high items; ascend and descend stairs, ladders or step stools to reach elevated platforms, equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in both an indoor office environment and outdoors with exposure to confined spaces and all weather conditions, and includes working on or operating equipment and working on elevated platforms.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Customer Service Specialist I/II

Department: Administrative Services

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs technical work involving financial record keeping, utility billing and customer service; receives and responds to utility billing questions, serving as liaison between the Agency and customers by answering questions and solving utility billing issues; and performs commercial and residential property inspections.

DISTINGUISHING CHARACTERISTICS

Customer Service Specialist I - This is the entry level class in the Customer Service Specialist series. Positions in this class typically require little directly related work experience. The Customer Service Specialist I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under immediate supervision while learning job tasks, progressing to general supervision as procedures and processes of assigned area of responsibility are learned.

Customer Service Specialist II - This is the journey level class in the Customer Service Specialist series and is distinguished from the I level by the assignment and satisfactory performance of the full range of duties. Employees at this level receive relatively less instruction or assistance, as employees at this level are expected to be fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

SUPERVISION RECEIVED AND EXERCISED

Customer Service Specialist I

Reports directly to, a receives immediate supervision from the Customer Service Supervisor.

Customer Service Specialist II

Reports directly to, a receives general supervision from the Customer Service Supervisor.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

CLASS TITLE: Customer Service Specialist I/II

- Receives and responds to customer inquiries and questions regarding bills; processes payments; researches and resolves payment discrepancies and customer complaints.
- Maintains customer account information; coordinates and conducts on-site inspections for billing purposes.
- Reviews and audits customer accounts; analyzes and researches discrepancies in financial documents and transactions.
- Performs first-line customer service duties including: answers phones, assists the general public in person with inquiries, on the phone, via mail or by email.
- Performs plan checks for residential and commercial structures and calculates appropriate fees; issues permits.
- Prepares a variety of letters, correspondence and transmittals.
- Sets up and maintains a variety of customer, account and category files; ensures accurate input of data into utility billing system.
- Calculates and prorates or adjusts utility bills for partial periods; posts received cash to account records.
- Conducts off-site inspections for utility billing purposes.
- Processes and updates records related to property transfers and splits.
- Assists with the preparation of lien lists and notification of intent to lien.
- Maintains a variety of records and reports related to assigned duties.
- Interacts with public agencies and title companies to identify new customer accounts.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Customer Service Specialist I

Knowledge of:

- Principles of accounting as it relates to accounts receivable.
- Mathematical calculations related to financial record keeping.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

CLASS TITLE: Customer Service Specialist I/II

Ability to:

- Learn to perform difficult and responsible technical work involving financial and related statistical record keeping.
- Learn to know, understand and perform job-related operations; learn requirements and essential aspects of the job; learn to observe and report problems; learn to review, analyze and interpret documents and information, remember instructions; and communicate information to others.
- Learn to prepare, process, review, and check submitted accounting and financial documents, records, and forms for accuracy, completeness and conformance to applicable policies, rules, and regulations.
- Learn to research and compile technical and financial information.
- Operate a personal computer for data entry, inquiry, and report generation.
- Make accurate mathematical calculations.
- Make appropriate decisions regarding billing adjustments.
- Respond to and assist in the more routine inquiries related to financial accounting records and processes.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Two years of customer service experience that includes the determination and processing of billing information experience is desirable.

Education:

Equivalent to the completion of the twelfth grade required supplemented by desired college courses in business administration or related field.

CLASS TITLE: Customer Service Specialist I/II

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required.

Customer Service Specialist II

In addition to the above-listed qualifications for Customer Service Specialist I:

Knowledge of:

- Practices, methods, and terminology used in financial and statistical record keeping.
- Principles and practices of routine analytical research.
- Pertinent local, State and Federal laws, ordinances, rules and regulations.

Ability to:

- Independently perform difficult and responsible technical work involving financial and related statistical record keeping.
- On an ongoing basis, know, understand and explain operations; know all requirements and essential aspects of the job; intermittently observe and analyze and recommend solutions to problems; review, analyze and interpret documents and information, remember instructions; and communicate tasks or projects to others.
- Prepare, process, review, and check submitted accounting and financial documents, records, and forms for accuracy, completeness and conformance to applicable policies, rules, and regulations.
- Independently research and compile technical and financial information.
- Respond to and assist in resolving difficult and/or sensitive inquiries related to financial accounting records and processes.

Experience and Education:

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:

Two years of applicable experience similar to Customer Service Specialist I with T-TSA.

Education:

Equivalent to the completion of the twelfth grade required supplemented by desired college courses in business administration or related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required.

CLASS TITLE: Customer Service Specialist I/II

PHYSICAL REQUIREMENTS (for Customer Service Specialist I and II)

Work effectively at desk, table or counter for long periods of time; travel to conduct off-site inspections; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; manipulate, activate, operate and adjust equipment; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS (for Customer Service Specialist I and II)

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Additional work may be performed outdoors with exposure to all weather conditions.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Customer Service Supervisor

Department: Administrative Services

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and supervises customer service operations within the Administration Department; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Customer Service Supervisor performs full supervisory responsibilities for including planning, assigning and evaluating the work of subordinates. In addition, this position is responsible for oversight of the Customer Service billing operation.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Administrative Manager. Exercises direct supervision over assigned technical personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class are not intended to be an inclusive list.*

- Develops and implements goals and objectives related to Customer Service; establishes schedules and methods for determining fees, processing utility bills and providing customer service; implements policies and procedures.
- Plans, prioritizes, assigns, supervises and reviews the work of staff involved in the maintenance of customer accounts, connection and sewer permitting process, and customer relations.
- Evaluates operations and activities of Customer Service; recommends improvements and modifications; prepares various reports on operations and activities.
- Assists the Administrative Manager in developing and administering section budget; prepares cost estimates for budget recommendations; submits justifications for equipment, materials and supplies; monitors and controls expenditures.
- Recommends to Administrative Manager the selection of staff; provides or coordinates staff training; works with employees to correct performance deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.
- Supervises first-line customer service duties including: answers phones; assists the general public in person with inquiries, via mail or by email.
- Receives, researches and responds to the more complex and sensitive customer service inquiries.
- Supervises the annual County tax collection, lien and bankruptcy claim processes.

CLASS TITLE: Customer Service Supervisor

- Prepares a variety of correspondence, financial and statistical reports; maintains financial records.
- Performs plan checks for residential and commercial structures and calculates appropriate fees; issues permits.
- Conducts off-site inspections for utility billing purposes.
- Maintains the Agency's utility billing system.
- Supervises the appeal process as it relates to utility billing.
- Receives, reviews and routes development project proposals; evaluates and responds to requests for the abandonment of easements.
- Supervises the opening, maintenance and closing of customer accounts.
- Answers questions and provides information to the public; investigates customer complaints and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of customer service including the processing of utility billing.
- Principles and practices of supervision, training and evaluating performance.
- Procedures, policies, and rules affecting the development, maintenance and control of utility billing recordkeeping.
- Practices of financial and statistical recordkeeping including automated accounting and bookkeeping systems.
- Principles and practices of budget monitoring.
- Principles and practices of safety management.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Organize, implement and direct customer service operations/activities.

CLASS TITLE: Customer Service Supervisor

- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules, and codes related to area of assignment; intermittently access, review, analyze and adjust technical documents, work orders, reports and other files and records; train others; observe performance, review and evaluate the work of others; problem solve issues related to area of assignment; remember various processes and requirements; identify, interpret and communicate technical and numerical information and instructions.
- Interpret and explain pertinent Agency and department policies and procedures.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Three years of increasingly responsible experience in the processing and maintenance of utility billing; including one year providing technical and functional supervision over assigned personnel.

Education:

Equivalent to the completion of the twelfth grade required supplemented by college courses in business administration or related field desired.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

CLASS TITLE: Customer Service Supervisor

PHYSICAL REQUIREMENTS

Work effectively at desk, table or counter for long periods of time; travel to conduct off-site inspections; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; manipulate, activate, operate and adjust equipment; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a temperature controlled office environment subject to typical office noise.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Engineering Department Manager

Department: Engineering

FLSA Status: EXEMPT

Revised as of: **07/2019**

DEFINITION

Plans, organizes, directs and reviews the activities and operations of the Engineering Department, including the development, administration and execution of engineering projects related to the Agency's advanced wastewater treatment plant and interceptor pipeline; directs safety and regulatory compliance; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Engineering Department Manager duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent has broad management authority for the day-to-day operations of the Engineering Department, as well as functional authority/responsibility for overseeing numerous engineering projects and studies.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives administrative direction from the General Manager. Responsibilities include broad management authority over professional and technical positions in the Engineering Department.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures.
- Coordinates department activities with those of other departments and outside agencies and organizations; provides staff assistance to the General Manager and Board of Directors; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of the department's work plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Supervises and participates in the development and administration of the Engineering Department budget; directs the forecast of additional funds needed for staffing,

JOB TITLE: Engineering Department Manager

equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments.

- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; recommends and/or implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the department.
- Directs, plans, and oversees the design, construction and implementation of complex projects associated with the operations of the Grade V wastewater treatment plant including structural, mechanical, instrumentation, and architectural projects; directs and oversees construction inspections of projects.
- Directs and oversees the preparation and administration of the Agency's long-term master plan and capital improvement project plan including preparation of cost estimates for budget recommendations; administers approved CIP budgets.
- Coordinates with other department managers regarding the effective planning and implementation of engineering projects to ensure minimal disruption to operations.
- Directs, develops, reviews and approves engineering solutions, designs, plans, specifications and cost estimates for projects and equipment.
- Secures and manages the services of contractors and consultants in the performance of engineering studies and projects; prepares and administers engineering contracts and purchase agreements.
- Serves as liaison between the Agency and regulatory agencies, stakeholders and outside organizations.
- Oversees the development and maintenance of various hydraulic models for conveyance, treatment and pumping systems.
- Serves as Agency's Safety Director; oversees safety audits, safety committee meetings, emergency first responder meetings and safety related projects; reviews and approves safety plans and programs.
- Represents the department to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

JOB TITLE: Engineering Department Manager

QUALIFICATIONS

Knowledge of:

- Principles and practices of advanced engineering including, planning, design, cost estimating, construction, operation and inspection of a wide variety of wastewater projects.
- Principles and practices related to Grade V wastewater treatment, conveyance systems, analytical quality control methods and interpretation of data.
- Basic process control principles used in a Grade V wastewater treatment plant.
- Methods of master planning.
- Principles and practices of advanced project management.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, administration and personnel management.
- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of safety and emergency procedures.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Engineering Department.
- On a continuous basis know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Prepare and administer department budgets.
- Develop and implement department policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Gain cooperation among staff and management team through discussion and persuasion.

JOB TITLE: Engineering Department Manager

- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply local, regional, State and Federal and Agency policies, procedures, rules and regulations.
- Analyze complex operational processes and perform complex engineering calculations in the development of sound recommendations.
- Read and interpret plans, specifications, diagrams and maps.
- Write and revise technical and regulatory reports.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Eight years of supervisory or higher-level experience that involved professional engineering duties; including two years in a management capacity.

Education:

Equivalent to a Bachelor's degree from an ABET accredited college or university with major course work in engineering or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

JOB TITLE: Engineering Department Manager

Possession of a valid Certificate of Registration as a Licensed Professional Engineer in Civil or Mechanical Engineering issued by the California Department of Consumer Affairs Board for Professional Engineers, Land Surveyors, and Geologists.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Work effectively at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; travel to conduct off-site inspections; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 20 pounds or less.

Ability to wear a self-contained breathing apparatus and air purifying respirator.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and plant noise. Position requires work both during and outside of regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Environmental Health and Safety and Emergency Response Coordinator

Department: Engineering

FLSA Status: NON EXEMPT

Revised as of: **07/2019**

DEFINITION

Administers the Agency's environmental, health, safety and emergency response programs; ensures compliance with applicable laws, regulations and insurance requirements; conducts and/or coordinates training; performs facility audits and inspections to ensure safety and compliance; provides guidance and follow-up to departments and managers on identifying, evaluating, and mitigating occupational hazards, risks and non-compliance; assists in administering the Agency's liability and risk management support services; and provides professional support and assistance to assigned manager.

DISTINGUISHING CHARACTERISTICS

The Environmental Health and Safety and Emergency Response Coordinator performs the full range of duties as assigned including regulatory compliance, training, and providing technical assistance to staff and managers related to occupational hazards, risks, environmental compliance and emergency response and is fully aware of the operating procedures and policies of the work unit.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives direction from the Engineering Department Manager.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Administers and implements the Agency's safety, environmental health and emergency response programs; ensures compliance with applicable Federal, State and Local safety and health laws, regulations and insurance requirements.
- Administers and implements the Agency's Injury and Illness Prevention Program (IIPP) along with input from other Agency staff.
- Conducts and/or coordinates training; provides guidance and follow-up related to identifying, evaluating, and mitigating occupational and environmental hazards and risks and emergency response; and assists in administering the Agency's liability and risk management support services.

JOB TITLE: Environmental Health and Safety and Emergency Response Coordinator

- Implements occupational and environmental safety policies, programs and procedures that promote a culture of safety; evaluates, develops and recommends additional and improved safety and health procedures and programs.
- Conducts site inspections and hazard determinations at on-site and off-site locations.
- Identifies training needs; coordinates or provides new employee safety orientations and training on how to conduct work hazard assessments, incident investigations and site inspections; orders training supplies and prepares training materials; assists supervisors with safety “tailgate” meeting planning; maintains records of training and required certifications.
- Works with employees to correct safety deficiencies; provides advice to staff regarding safety, regulatory and health standards and requirements; serves as Chair of Employee Safety Committee.
- Conducts Agency compliance audits and in-house investigations of occupational and environmental safety incidents and matters; inspects and evaluates workplace hazards, workplace environments, and equipment and practices including conditions that could affect employee health, comfort and performance; ensures compliance with standards and regulations; makes recommendations; coordinates and ensures timely corrective actions are taken.
- Serves as Agency emergency response team coordinator and as liaison to outside first responders.
- Coordinates for and/or assists in the development and implementation of emergency response drills and exercises.
- Assists in the development and implementation of emergency management plans.
- Ensures emergency response equipment is ready for service.
- Calculates statistics; provides analysis of trends; reviews incident reports for completeness and delivers to Human Resources; maintains CalOSHA injury and illness logs and related records.
- Researches and measures exposure to loss; coordinates workers’ compensation cases and return-to-work processes with Human Resources; coordinates with Human Resources to administer Risk Management programs as relates to safety and security programs.
- Coordinates emergency response plan drills; and maintains library of reference materials.
- Coordinates and oversees contractor and vendor safety procedures; coordinates with, and serves as liaison for, various regulatory and enforcement agencies.
- Assists management in budget preparation for safety programs, equipment and supplies; prepares and presents a variety of reports and studies; evaluates equipment and makes purchasing recommendations; assists in maintaining inventory of safety equipment and supplies.
- Ensures applicable permits are maintained and Agency compliance with such permits; reviews and reports information for environmental reporting and permit requirements.
- Coordinates with outside consultants, as required.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.

JOB TITLE: Environmental Health and Safety and Emergency Response Coordinator

- Prepares for and participates in effective public speaking presentations to a variety of audiences.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of effective training and presentations.
- Principles and practices of safe work practices including policies, regulations, specifications and requirements governing industrial safety and health, loss prevention, environmental compliance, emergency preparedness and accident prevention.
- Methods and procedures of statistical concepts and methods for collecting and analyzing data on a variety of technical, analytical, and administrative topics.
- Principles and practices of assessments, inspections and investigations as related to area of assignment.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of customer service.
- Principles and practices of technical and functional training.

Ability to:

- Administer the Agency's safety programs; ensuring compliance with applicable Federal, State and Local safety and health laws, regulations and insurance requirements.
- Conduct and/or coordinate training; provide guidance and follow up with managers regarding identifying, evaluating, and mitigating occupational hazards and risks; and assist in administering the Agency's liability and risk management support services.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; intermittently access, review, and adjust and enter data on documents, reports and files; interpret analytical results and technical and numerical information; train and explain processes to others; observe equipment and conditions and problem solve issues related to area of assignment; remember various processes and requirements; interpret and communicate information.
- Stay current on laws, policies, codes, ordinances, and regulations pertaining to area of assignment; and update Agency's programs accordingly.
- Understand, interpret and apply complex written materials and requirements as related to risk management, safety and environmental health.
- Troubleshoot equipment and determine solutions to safety and regulatory issues and concerns.

JOB TITLE: Environmental Health and Safety and Emergency Response Coordinator

- Design and implement safety programs to target losses, exposures to loss, and compliance with applicable government standards.
- Effectively collaborate with external regulatory agencies and represent the Agency in matters related to occupational health and safety, emergency preparedness and environmental compliance programs, as assigned.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Three years of responsible professional environmental health safety and emergency response program administration experience; previous water or wastewater treatment plant experience preferred.

Education:

Equivalent to a Bachelor's degree from an accredited college or university in business administration, public administration, industrial hygiene, occupational health and safety, environments and occupational health, life sciences or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession, or ability to obtain confined space certification within six months of appointment.

JOB TITLE: Environmental Health and Safety and Emergency Response Coordinator

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Work effectively at a desk, table, counter or while driving; intermittently move, traverse and position self while performing work activities; ascend and descend stairs, ladders or step stools to reach equipment or other items and to access areas out of normal reach; manipulate, operate, activate and adjust equipment and tools; position self to adjust office and field equipment or to access low or high items; discern hazardous warning signs and discern and respond to announcements and alarms; maintain airtight seal with self-contained breathing apparatus and air purifying respirator; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: General Manager

FLSA Status: EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and reviews the overall activities and operations of the Tahoe-Truckee Sanitation Agency; advises and assists the Board of Directors; represents the Agency's goals and interests locally, regionally and at the State and Federal levels; provides leadership to the organization; and coordinates activities with outside agencies and the community.

DISTINGUISHING CHARACTERISTICS

The General Manager's duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent is responsible for representing and implementing the Board's policies and programs with employees, community organizations and the general public.

SUPERVISION RECEIVED AND EXERCISED

The General Manager reports to, and receives policy direction from the Board of Directors. Responsibilities include management authority over a large and diverse group of management, supervisory, professional, technical, and support positions whose incumbents perform the full range of administrative and operations activities for the Agency.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements Agency goals and objectives; develops and administers policies and procedures.
- Coordinates Agency activities between departments and with outside agencies and organizations; provides staff assistance to the Board of Director's; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of Agency-wide work plans; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Directs the development and administration of the Agency's budget; directs the forecast of additional funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments as necessary.

JOB TITLE: General Manager

- Prepares and submits to the Board of Directors the annual reports of financial, administrative, and operational activities; keeps the Board of Directors advised of financial conditions, program progress, regulatory issues, and the present and future needs of the Agency.
- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the Agency.
- Monitors and provides direction, as needed, for media and public relations; ensures the Agency's interests are represented with customers, stakeholders, governmental agencies, the financial community and the public.
- Coordinates with outside counsel on legal issues affecting the Agency.
- Represents the Agency to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of modern and highly complex public utility administration, departments, organization, and service.
- Principles and practices of effective public relations and interrelationships with community groups, local, regional, State and Federal agencies, and the public.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, administration and personnel management.
- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.

JOB TITLE: General Manager

- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of safety and emergency procedures.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Agency.
- On a continuous basis, know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve Agency related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Prepare and administer Agency budgets.
- Develop and implement Agency policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Gain cooperation through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply local, regional, State and Federal and Agency policies, procedures, rules and regulations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

JOB TITLE: General Manager

Experience:

Ten years of administrative and management experience that involved planning, organizing, implementing, and supervising varied programs, preferably within a public agency.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in engineering, business administration, public administration, or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required.

PHYSICAL REQUIREMENTS

On a continuous basis, remain stationary at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside of normal office hours, including occasional weekend work, and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Human Resources Administrator

Department: Human Resources

FLSA Status: EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, and performs professional duties in support of Human Resources activities and programs including recruitment, benefits, training, grievances, discipline, investigations, compliance with local, state and federal laws, and risk management; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Human Resources Administrator is responsible for the development and implementation of all significant Human Resources programs, including planning, organizing, maintaining and implementing program elements.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the General Manager.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements Human Resources program goals and objectives; recommends and administers policies and procedures.
- Coordinates Human Resources activities with those of other departments and outside agencies and organizations; provides staff assistance to the General Manager and Board of Directors; prepares and presents staff reports and other necessary correspondence.
- Manages Human Resources functions of the Agency including recruitment, benefits, training, grievances, discipline, investigations, compliance with local, State and Federal laws, risk management; participates in and/or provides information for labor-related collaborations.
- Develops, administers and implements the processing and maintenance of a comprehensive benefit plan including health, dental and life insurance, long-term disability, flexible spending, and other benefits.
- Develops, manages and implements and evaluates the Agency's classification and compensation plan, policies, processes, and procedures; manages, coordinates, and monitors the larger classification and/or compensation studies conducted on an Agency-wide basis.

JOB TITLE: Human Resources Administrator

- Consults with and advises department managers, supervisors and employees on human resources related issues, policies, procedures.
- Analyzes and recommends improvements for the Human Resources functions of the Agency; develops and implements Human Resources procedures, processes and practices.
- Oversees the maintenance of all personnel records, including benefit plan participation (insurance and pension plans), personnel transactions (e.g. hires, promotions, transfers, performance reviews, leaves of absence, terminations, etc.), and employee statistics for government reporting.
- Oversees Department of Transportation (DOT) program for commercial drivers including drug-testing program.
- Represents the Agency to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary; prepares and presents agenda items to the Board of Directors.
- Secures and manages the services of contractors and consultants in the performance of Human Resources studies and trainings; prepares and administers Human Resources contracts and agreements.
- Administers Agency health and wellness strategy and programs; develops and implements health management/well-being programs and resources.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of public sector Human Resources administration to include recruitment and selection, classification and pay, organizational analysis and development, performance management, employee benefits administration, leave management administration, and public retirement systems.
- Principles and practices of grievance processes, progressive discipline and labor-related collaboration.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, office administration.

JOB TITLE: Human Resources Administrator

- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Plan, direct and administer the Agency's Human Resources program including recruitments, benefits, training, grievances, discipline, investigations, compliance with local, state and federal laws, and risk management.
- On a continuous basis, know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Understand and convey Human Resources policies and procedures to employees, supervisors and managers.
- Maintain confidentiality related to sensitive information and personnel issues.
- Prepare and present oral presentations, perform technical writing and prepare reports, and salary and benefit surveys.
- Prepare and administer department budget.
- Develop and implement department policies and procedures.
- Gain cooperation among staff and management team through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals. Interpret and apply Agency and department policies, procedures, rules and regulations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.

JOB TITLE: Human Resources Administrator

- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Five years of increasingly responsible experience in Human Resources, preferably within the public sector.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in human resources, personnel management, business administration or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

Possession of, or ability to obtain, a SHRM-CP or equivalent certification within eighteen months of appointment.

PHYSICAL REQUIREMENTS

Work effectively at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside of regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Information Technology Manager

Department: Information Technology

FLSA Status: EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and reviews the activities and operations of the Information Technology ("IT") Department including the development and maintenance of hardware and software systems that allow for automated operations of the Agency and its wastewater treatment plant; maintains Agency computer security; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Information Technology Manager duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent has broad management authority for the day-to-day operations of the Information Technology Department, as well as functional authority/responsibility for overseeing numerous information technology projects.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives administrative direction from the General Manager. Responsibilities include broad management authority over professional and technical positions within the IT Department.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures.
- Coordinates department activities with those of other departments and outside agencies and organizations; provides staff assistance to the General Manager and Board of Directors; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of the department's work plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Supervises and participates in the development and administration of the Information Technology Department budget; directs the forecast of additional funds needed for

CLASS TITLE: Information Technology Manager

staffing, equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments as necessary.

- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the department.
- Develops, programs and maintains plant IT equipment including computer systems, programmable logic controllers, variable frequency drive and systems integration in accordance with industry standards.
- Develops, programs and maintains the Agency's Enterprise Resource Package software and integrates with hardware and software systems.
- Designs and implements technical specifications for new equipment and processes.
- Provides appropriate response for any failures in processes.
- Identifies and provides technical products and expertise to Agency staff for hardware and software programming.
- Manages and maintains computer systems including networking, security, surveillance, automation, desktops, servers and software.
- Coordinates with other department managers regarding the effective planning and implementation of IT upgrades, improvements and modifications to the treatment plant in accordance with industry standards and ensures minimal disruption to operations.
- Secures and manages the services of contractors and consultants in the performance of IT studies and projects; prepares and administers IT contracts and purchase agreements.
- Assists in the implementation of the Agency surplus property program.
- Represents the department to outside groups and organizations; participate in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of programming in several computer and automation languages such as JAVA, Python, Javascript, HTML, Programming Frameworks, Ladder Logic, Statement List, etc.

CLASS TITLE: Information Technology Manager

- Principles and practices of system integration including SCADA, HMI, Industrial Communications Protocols, electrical signaling, and industrial equipment and operations common to industry standards for an advanced wastewater treatment plant.
- Methods for building, troubleshooting and maintaining communications systems.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, administration and personnel management.
- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of safety and emergency procedures.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Information Technology Department.
- On a continuous basis, know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Develop software and hardware solutions for a variety of Agency needs.
- Troubleshoot, repair and retool software and hardware.
- Read, understand and apply electrical and mechanical drawings and designs.
- Prepare and administer department budgets.
- Develop and implement department policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Gain cooperation among staff and management team through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply Agency and department policies, procedures, rules and regulations.

CLASS TITLE: Information Technology Manager

- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Eight years of supervisory or higher-level experience that involved the development, maintenance and implementation of information technology solutions; including two years in a management capacity.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in computer science, information technology, or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Ability to obtain a confined space certificate within six months of appointment.

PHYSICAL REQUIREMENTS

Work effectively for long periods of time at a desk, table, counter or while driving; intermittently move, traverse and position self while performing work activities and to reach needed items; position self to adjust office equipment or to access low or high items; manipulate operate and activate office equipment and office tools; and move or transport weight of 20 pounds or less.

CLASS TITLE: Information Technology Manager

Ability to wear a self-contained breathing apparatus and air purifying respirator.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside of regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Information Technology Specialist

Department: Information Technology

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs a variety of professional and technical duties related to the maintenance of information technology components of the operations of the Agency, including Supervisory Control and Data Acquisition (SCADA) operations, conventional desktops and networking.

DISTINGUISHING CHARACTERISTICS

Employees within this journey-level class perform the full range of duties as assigned including maintaining various information technology components such as SCADA, HMI and desktop systems. Employees at this level receive minimal instruction or assistance, and are fully aware of the operating procedures and policies of the work unit

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general supervision from the Information Technology Manager.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Performs technical and professional duties related to the development and maintenance of Agency computer systems including servers, computers, phones, printers, security cameras, uninterruptible power supplies and networking equipment.
- Develops and maintains custom software and hardware for use by Agency departments.
- Monitors and performs computer equipment repairs; plans and implements upgrades and creates redundancy and backups.
- Provides desktop support for Agency computers, hardware and software; provides training and technical support to Agency staff.
- Collaborates with Operations staff as it relates to the design, monitoring and training of SCADA and automation hardware and software.
- Develops technical documentation; assembles a variety of reports; maintains daily and weekly logs and records.
- Designs, modifies, reads and interprets maps, schematics, plans, blueprints and specifications.
- Provides input to the Agency's information technology strategy.
- Designs, implements and maintains systems architecture across multiple platforms; and coordinates for the design, modification, upgrade and implementation of infrastructure design.

CLASS TITLE: Information Technology Specialist

- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles of Windows and Linux-based Systems Management.
- Principles of network communication through hardware and software.
- Physical and virtual architecture of networks and computer systems.
- Various programming languages including scripting languages (Javascript, Python), dynamic and statically compiled languages (JAVA, C++) and automation configuration software (Ladder Logic and assembly).
- Best practices as they relate to network and systems security, web development, data storage, replication, retention and governance.
- PLC and SCADA control strategies.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, typewriters, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Install, maintain and troubleshoot a variety of information technology components including networks, hardware, software, PLC's and SCADA systems.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; intermittently access, review, and adjust and enter data on documents, reports and files; design specifications and schematics; analyze, interpret and recommend changes to technology work plans; manage technology projects; interpret analytical results and technical and numerical information; explain processes to others; observe equipment and conditions and problem solve issues related to area of assignment; remember various processes and requirements; interpret and communicate information.
- Read and interpret maps, schematics and electrical drawings.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.

CLASS TITLE: Information Technology Specialist

- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Two years of responsible experience in the development and maintenance of computer systems, SCADA and automation.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in computer science, information technology, or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desired.

PHYSICAL REQUIREMENTS

Work effectively for long periods of time at a desk, table, counter; intermittently move, traverse and position self while performing work activities; ascend and descend stairs, ladders or step stools to inspect or reach equipment or other items and to access areas out of normal reach; manipulate, operate, activate and adjust equipment and tools; position self to adjust office and field equipment or to access low or high items; discern hazard warning signs, and discern and respond to announcements and alarms, move or transport weight of 25 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. In addition, this position is exposed to all weather conditions while conducting field work.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Instrumentation and Electrical Supervisor

Department: Maintenance

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and supervises the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations within the Maintenance Department; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Instrumentation and Electrical Supervisor position performs full supervisory responsibilities including planning, assigning and evaluating the work of subordinates. In addition, this position is responsible for the oversight of electrical and instrumentation repair, maintenance and installation.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Maintenance Manager. Exercises direct supervision over assigned technical staff. May be assigned to supervise Warehouse Inventory Control Specialist.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class, and are not intended to be an inclusive list.*

- Develops and implements goals and objectives related to assigned section; establishes schedules and methods for the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment; implements policies and procedures.
- Plans, prioritizes, assigns, supervises, reviews and evaluates the work of staff involved in instrumentation and electrical installations, maintenance and repair.
- Evaluates operations and activities; recommends improvements and modifications; prepares various reports on operations and activities.
- Assists Maintenance Department Manager in developing and administering section budget; prepares cost estimates for budget recommendations; submits justifications for equipment, materials and supplies; monitors and controls expenditures.
- Recommends to Maintenance Department Manager the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.

JOB TITLE: Instrumentation and Electrical Supervisor

- Assesses, schedules, and assigns predictive and preventive maintenance tasks; troubleshoots electrical and instrumentation equipment and systems; estimates time, cost, labor and material needs, and orders necessary equipment and materials.
- Inspects locations where work is being performed; ensures conformity with repair requisitions, submittals, plans, diagrams and specifications; determines special equipment needs and assesses and identifies solutions to problems; accurately diagnoses electronic, electromechanical and instrumentation malfunctions.
- Prepares bid specifications and requisitions; assists in the preparation of plans; reviews bid documents to ensure accuracy.
- Performs confined space entries to operate and maintain electrical and instrumentation equipment, if needed.
- Works collaboratively with the Safety Compliance Coordinator to identify hazards and ensure safe work procedures and processes are in place and followed.
- Coordinates instrumentation and electrical work with other Agency departments and other entities as needed; and assists staff with implementing changes.
- Answers questions and provides information to the public; investigates complaints and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- May be assigned to temporally assume the duties of the Maintenance Manager during their absence.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of electrical equipment and instrument operation.
- Methods for the design, preparation and review of plans and specifications for installation, maintenance, operation, testing and repair of electrical and instrumentation equipment and processes used for a wastewater treatment facility.
- Methods and procedures for instrumentation communications systems including signaling, analog, digital and fieldbus and related technologies used for a wastewater treatment facility.
- Equipment, tools and materials used in the installation, operation, maintenance and repair of a wide variety of recording and metering devices, control apparatus, radio and cellular telemetering equipment, recording and data logging devices, communication systems, variable frequency drives and other electrical and instrumentation equipment used in the wastewater treatment facility operations.
- Methods and procedures for diagnosing industrial electrical, electronic, electromechanical, and instrumentation malfunctions.
- Methods and procedures for work order management and Computerized Maintenance Management Systems (CMMS).

JOB TITLE: Instrumentation and Electrical Supervisor

- Methods and procedures related to asset management.
- Methods and procedures of competitive bidding processes including how to review and prepare accurate equipment plans and specifications.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of budget monitoring.
- Principles and practices of safety management.
- Pertinent local, State and Federal laws, ordinances and rules including NFPA 70E standards for electrical workplace safety.
- Basic principles and practices of inventory control.
- Modern office practices, methods, and computer equipment including relevant software programs and fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Organize, implement, and direct the installation, operation, maintenance and repair of a wide variety of electrical systems, recording and metering devices, control apparatus, radio and cellular telemetering equipment, recording and data logging devices, communication systems, variable frequency drives and other electrical and instrumentation equipment used in the wastewater treatment facility operations.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and provide input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Assist in the development and monitoring of an assigned program budget.
- Interpret and explain pertinent Agency and department policies and procedures.
- Diagnose electrical, electromechanical and instrumentation malfunctions.
- Interpret, understand and explain instrumentation submittals, drawings, sketches, plans and specifications.
- Accurately estimate time, labor and materials for proposed work.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.

JOB TITLE: Instrumentation and Electrical Supervisor

- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Five years of increasingly responsible journey level experience in the installation, maintenance and repair of electrical and instrumentation equipment within a wastewater treatment facility; and including one year providing technical and/or functional supervision over assigned personnel.

Education:

Equivalent to the completion of the twelfth grade supplemented by college or trade school course work in engineering, electrical, instrumentation and/or control systems or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a CWEA Electrical Instrumentation Technology Grade IV Certification is required within three qualifying testing cycles of appointment (approximately 18 months).

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

JOB TITLE: Instrumentation and Electrical Supervisor

PHYSICAL REQUIREMENTS

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, shop or job site while performing work activities and to reach needed items; Work effectively for long periods of time at a desk, table, counter, confined space, in a shop, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or to access low or high items; ascend and descend stairs, ladders or step stools to reach equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 75 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a plant environment subject to typical plant noise and environment conditions. Many duties expose the incumbent to outdoor conditions and exposure to all weather conditions, along with possible exposure to chemicals (dust, gases, liquids, solids, fumes) odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Instrumentation and Electrical Technician I/II/III

Department: Maintenance

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs technical duties in the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations within the Maintenance Department; and provides support to an assigned supervisor.

DISTINGUISHING CHARACTERISTICS

Instrumentation and Electrical Technician I - This is the entry level class in the Instrumentation and Electrical Technician series. Positions in this class typically have little directly related work experience. The Instrumentation and Electrical Technician I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under immediate supervision while learning job tasks, progressing to general supervision as procedures and processes of assigned area of responsibility are learned.

Instrumentation and Electrical Technician II - This is the second level class in the Instrumentation and Electrical Technician series and is distinguished from the I level by the assignment of the full range of duties, with only occasional instruction or assistance needed as new, unusual or unique situations arise and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and meets all other performance standards.

Instrumentation and Electrical Technician III - This is the full journey level in the Instrumentation and Electrical Technician series. It is distinguished from the Instrumentation and Electrical Technician II by the ability to perform the full range of duties assigned. Positions in this class are flexibly staffed and are normally filled by advancement from the II level once the incumbent meets the qualification standards of the III level, demonstrates an ability to perform the full scope of the work, and meets all other performance standards.

SUPERVISION RECEIVED AND EXERCISED

Instrumentation and Electrical Technician I

Reports directly to, and receives immediate supervision from the Instrumentation and Electrical Supervisor, or designee.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

Instrumentation and Electrical Technician II

Reports directly to, and receives general supervision from the Instrumentation and Electrical Supervisor.

Instrumentation and Electrical Technician III

Reports directly to, and receives general supervision from the Instrumentation and Electrical Supervisor.

EXAMPLES OF ESSENTIAL DUTIES (for I&E Technician I/II/III): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Performs technical work on a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations.
- Operates process calibrators and controllers to configure, program, calibrate, and start-up plant instrumentation and control systems.
- Inspects electrical equipment, electronic systems and telemetry equipment for proper operation.
- Programs, troubleshoots, and repairs Variable Frequency Drives and other equipment.
- Installs new equipment and parts, including conduit and wiring.
- Performs preventative and corrective maintenance on plant instrumentation, controls, and electrical systems; disassembles and replaces worn or broken parts; realigns equipment.
- Estimates time, materials and prioritizes jobs as required for various tasks.
- Performs confined space entries to service equipment.
- Assists, communicates with, and coordinates with Information Technology for troubleshooting of process controls and with Operations to achieve proper process control efficiency.
- Recommends upgrades for instrumentation and control systems; orders replacement parts for repairs as authorized.
- Maintains accurate maintenance records; completes reports and other documentation as required; enters and retrieves information electronically.
- Utilizes Computerized Maintenance Management System (CMMS) to track work orders, preventative maintenance and asset management.
- Creates, maintains and verifies instrumentation and electrical engineering drawings.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

QUALIFICATIONS

Instrumentation and Electrical Technician I

Knowledge of:

- Basic principles and practices of industrial electrical systems, electronic equipment and instrument operation.
- Basic principles and practices of the design, preparation and review of plans and specifications.
- Basic methods and procedures for instrumentation communications systems including signaling, analog, digital and fieldbus and related technologies used in a wastewater treatment facility.
- Basic use of equipment, tools and materials common in the installation, operation, maintenance and repair of a wide variety of recording and metering devices, control apparatus, radio and cellular telemetering equipment, recording and data logging devices, communication systems, variable frequency drives and other electrical and instrumentation equipment used in the wastewater treatment facility operations.
- Basic methods and procedures for diagnosing electrical systems, electronic, electromechanical, and instrumentation malfunctions and the processes and equipment.
- Modern office practices, methods, and computer equipment including relevant software programs and including fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Learn to perform the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations.
- Learn to know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; learn to know and observe safety rules and identify hazards; learn to intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; learn to problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; learn to intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Learn to diagnose electrical, electronic, electromechanical and instrumentation malfunctions.
- Learn to interpret, understand and explain electrical and instrumentation submittals, drawings, sketches, plans and specifications.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Two years of experience in the installation, maintenance and repair of industrial electrical, instrumentation and control systems.

Education:

Equivalent to the completion of the twelfth grade supplemented by college or trade school course work in engineering, electrical, instrumentation and/or control systems or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a CWEA Electrical Instrumentation Technician I certificate is required for this position within three qualifying test cycles of appointment (approximately 18 months).

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial

JOB TITLE: Instrumentation and Electrical Technician I/II/III

12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

Instrumentation and Electrical Technician II

In addition to the qualifications for the Instrumentation and Electrical Technician I:

Knowledge of:

- General principles and practices of industrial electrical systems, electronic equipment and instrument operation.
- Specific principles and practices of the design, preparation and review of plans and specifications for installation, maintenance, operation, testing and repair of electrical and instrumentation equipment and processes used for a wastewater treatment facility.
- Methods and procedures for instrumentation communications systems including signaling, analog, digital and fieldbus and related technologies used for a wastewater treatment facility.
- Equipment, tools and materials used in the installation, operation, maintenance and repair of a wide variety of recording and metering devices, control apparatus, radio and cellular telemetering equipment, recording and data logging devices, communication systems, variable frequency drives and other electrical and instrumentation equipment used in the wastewater treatment facility operations.
- Methods and procedures for diagnosing electrical, electronic, electromechanical, and instrumentation malfunctions and the processes and equipment needed to perform repairs or replacements for a wastewater treatment facility.
- Methods and procedures of competitive bidding processes including how to review and prepare accurate equipment plans and specifications.

Ability to:

- Independently perform technical duties in the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Diagnose electrical systems, electronic, electromechanical and instrumentation malfunctions.
- Interpret, understand and explain electrical and instrumentation submittals, drawings, sketches, plans and specifications.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

Experience and Education:

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:

Two years of responsible work experience similar to Instrumentation and Electrical Technician I with T-TSA.

Education:

Equivalent to the completion of the twelfth grade supplemented by college or trade school course work in engineering, electrical, instrumentation and/or control systems or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a CWEA Electrical Instrumentation Technician II certificate is required at time of appointment.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certificate within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

Instrumentation and Electrical Technician III

In addition to the qualifications for the Instrumentation and Electrical Technician II:

Knowledge of:

- Advanced principles and practices of industrial electrical systems, electronic equipment and instrument operation including specific principles and practices of the design, preparation and review of plans and specifications for installation, maintenance, operation, testing and repair of electrical and instrumentation equipment and processes used for a wastewater treatment facility.
- Advanced methods and procedures for instrumentation communications systems including signaling, analog, digital and fieldbus and related technologies used for a wastewater treatment facility.
- Methods and procedures for diagnosing the more complex electrical, electronic, electromechanical, and instrumentation malfunctions and the processes and equipment needed to perform repairs or replacements for a wastewater treatment facility.

Ability to:

- Perform the most complex and difficult duties related to the installation, operation, maintenance and repair of a wide variety of electrical and instrumentation equipment used in wastewater treatment facility operations.
- Diagnose complex electrical, electronic, electromechanical and instrumentation malfunctions.
- Assist with the training of new staff.

Experience and Education:

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:

Two years of responsible work experience similar to Instrumentation and Electrical Technician II with the T-TSA.

Education:

Equivalent to the completion of the twelfth grade supplemented by college or trade school course work in engineering, electrical, instrumentation and/or control systems or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

JOB TITLE: Instrumentation and Electrical Technician I/II/III

Possession of a CWEA Electrical Instrumentation Technician III certificate is required at time of appointment.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certificate within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS (for I&E Technician I/II/III)

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, shop or job site while performing work activities and to reach needed items; work effectively for long periods of time at a desk, table, counter, in a shop, confined space, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or to access low or high items; ascend and descend stairs, ladders or step stools to reach equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS (for I&E Technician I/II/III)

Work is performed in a plant environment subject to typical plant noise and environment conditions. Many duties expose the incumbent to outdoor conditions, along with exposure to all weather conditions and possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Inventory Control Specialist

Department: Maintenance Department

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs a variety of responsible duties related to the receipt, inspection, issuance, and surplus of supplies and materials; prepares items for shipment; and performs data entry for inventory and tracking purposes.

DISTINGUISHING CHARACTERISTICS

Employees within this journey-level class perform the full range of duties as assigned including the receipt and processing of inventory. Employees at this level receive only occasional instruction or assistance, and are fully aware of the operating procedures and policies of the work unit.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general supervision from the Maintenance Department Manager or designee.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Receives, unpacks, counts, and inspects materials to ensure accurate quantity and quality; marks material with appropriate stock numbers; places materials in designated location; and issues material and equipment to Agency personnel.
- Receives, enters, and issues a variety of supplies and materials; researches unmarked items for issuance to correct department.
- Inspects items and notifies end user if damaged and prepares appropriate documentation.
- Participates in the Agency's surplus activities; recycles scrap materials.
- Participates in performing physical inventories as necessary.
- Performs snow removal, janitorial duties, general clean-up, and routine maintenance on Agency property as directed.
- Operates a forklift and/or overhead hoist to relocate supplies or equipment.
- Assists other personnel as may be required.
- Prepares items for shipping and coordinates with outside freight companies.
- Loads, unloads and delivers items to various Agency facilities.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.

CLASS TITLE: Inventory Control Specialist

- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of modern warehouse activities including the receipt, inspection, documentation and issuance of supplies and materials.
- Equipment, tools and materials used in the operation of a warehouse.
- Techniques used in locating parts and materials.
- Basic accounting and record-keeping practices.
- Warehouse and inventory databases and software.
- Supplies and materials commonly used by Agency departments.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Perform warehouse activities including the receipt, inspection, and issuance of supplies and materials.
- Maintain accurate inventory, shipping, receiving and distribution records.
- Ensure all items in the warehouse are appropriately received and stored.
- Identify and interpret technical specifications related to specific parts and materials.
- On a continuous basis, know and understand warehouse and inventory functions and observe safety rules; intermittently review documents related to department operations; observe, identify and problem solve procedural issues.
- Safely operate equipment including forklifts and pallet jacks.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.

CLASS TITLE: Inventory Control Specialist

- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Two years of general warehouse experience that included the receipt of supplies and materials.

Education:

Equivalent to the completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of, or ability to obtain a forklift certification within six months of appointment.

PHYSICAL REQUIREMENTS

Position self and intermittently move so as to access, maintain inventory of supplies and materials; intermittently move, traverse and position self around the office, shop or job site while performing work activities and to reach needed items; work effectively at a desk, table, counter, or while driving vehicle; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 50 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is primarily performed in a warehouse and plant environment subject to typical warehouse and plant noise and environment conditions. Many duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes) odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Laboratory Director

Department: Operations

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and supervises Laboratory operations within the Operations Department, including maintaining accreditation and completing and submitting a variety of regulatory reports; and provides highly responsible and complex administrative support to the Operations Department Manager.

DISTINGUISHING CHARACTERISTICS

The Laboratory Director performs full supervisory responsibilities including planning, assigning and evaluating the work of subordinates. In addition, this position is responsible for the overseeing the performance, recording and reporting of laboratory testing.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Operations Department Manager. Exercises direct supervision over assigned professional personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops and implements goals and objectives related to assigned section; establishes schedules and methods for performance of laboratory testing; implements policies and procedures.
- Plans, prioritizes, assigns, supervises and reviews the work of laboratory staff; assumes the role of assigned staff, as needed.
- Evaluates operations and activities of assigned section; recommends improvements and modifications; prepares various reports on operations and activities.
- Assists the Operations Department Manager in developing and administering section budget; prepares cost estimates for budget recommendations; submits justifications for equipment, materials and supplies; monitors and controls expenditures.
- Recommends to the Operations Department Manager the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.

JOB TITLE: Laboratory Director

- Develops, revises and updates standard operating procedures (SOPs) and quality assurance program per Environmental Laboratory Accreditation Program (ELAP) standards; ensures all requirements are met; reviews and approves data for use in regulatory reporting; enters data and maintains detailed records; posts analytical results, ensures all local and state requirements are met for accreditation purposes.
- Develops, revises and updates Agency Chemical Hygiene Plan.
- Coordinates, schedules, and performs sampling for routine and special project sampling for in-house testing, off-site sampling, and testing performed by contracted outside laboratories; provides drinking water testing services to other local agencies and clients; monitors and reviews test results; investigates and resolves inconsistent data or concerns.
- Coordinates and provides training for Operators as needed, to meet competency per ELAP requirements.
- Tracks and purchases laboratory chemicals, supplies, equipment and parts; ensures equipment maintenance protocols are followed; determines need for, requests, and coordinates maintenance and repair of laboratory equipment; works with staff and technical support to troubleshoot and repair laboratory analyzers and equipment as needed.
- Assists operations staff with developing and revising strategies to optimize plant performance.
- Ensures safety program is implemented; trains laboratory staff and general plant staff on safety requirements; maintains Safety Data Sheets and coordinates for hazardous waste handling and other safety requirements and protocols.
- Conducts research and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles, practices and procedures for biological, chemical, bacteriological and physical testing and analyses of water and wastewater including proper sampling procedures and EPA approved methods as dictated in Standard Methods.
- Principles and practices of research, analysis and laboratory functions as they relate to water and wastewater.
- Methods and procedures for the operation of laboratory instrumentation used in water and wastewater analysis.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of budget monitoring.

JOB TITLE: Laboratory Director

- Principles and practices of safety management.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Organize, implement and direct Laboratory operations/activities.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Interpret and explain pertinent Agency and department policies and procedures.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Perform analysis of standard laboratory tests including using instrumentation, running calibrations, weighing, measuring, making standards, analyzing and interpreting reports and results.
- Perform mathematical, statistical, geometric and algebraic calculations common to water quality control laboratory analysis.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.

JOB TITLE: Laboratory Director

- Supervise, train and evaluate performance of assigned staff.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and/or Education:

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:

Five years of increasingly responsible experience in water or wastewater analyses; including two years providing technical and functional supervision over assigned personnel.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in chemical or biological science or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a CWEA Grade IV Laboratory Analyst Certificate within three qualifying testing cycles of appointment (approximately 18 months).

PHYSICAL REQUIREMENTS

On a continuous basis, remain stationary at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties in the field, laboratory or office; access equipment surrounding desk and in laboratory; activate, use and operate a computer and other office equipment and laboratory equipment; discern color-based test results and organisms through a microscope; use telephone; communicate through written means; and move or transport weight of 25 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Lead Maintenance Mechanic

Department: Maintenance

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

As directed, plans, oversees, reviews and participates in the mechanical and facility maintenance of the Agency's wastewater treatment plant and collection system; performs duties requiring specialized knowledge; and provides administrative support to assigned supervisor.

DISTINGUISHING CHARACTERISTICS

Positions at this advanced journey level are distinguished from other classes within the Maintenance Mechanic series by the level of responsibility assumed, complexity of duties assigned, and independence of action taken. Employees at this level perform the most difficult and responsible types of duties assigned to classes within this series, including providing technical and functional leadership to assigned personnel and overseeing the assignment of corrective and preventive maintenance tasks. Employees at this level are required to be fully trained in all procedures related to assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives direction from the Maintenance Department Manager, or designee. Exercises technical and functional leadership over assigned technical maintenance personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to the class and are not intended to be an inclusive list.*

- Plans, oversees, and participates in, a variety of technical tasks related to the predictive and preventive maintenance of the Agency's wastewater treatment plant and facilities.
- Develops schedules and methods to accomplish assignments ensuring work is completed in a timely and efficient manner.
- Participates in evaluating and reviewing the activities of staff, recommending improvements and modifications.
- Provides and coordinates staff training; works with employees to correct deficiencies.
- Gathers and prepares cost estimates and scope of work for contractors and vendors for the repair and upgrade of the wastewater treatment plant and related facilities; serves as contact with contractors and consultants involved in the upgrade of treatment plant facilities.

JOB TITLE: Lead Maintenance Mechanic

- Maintains comprehensive records within the Agency's Computerized Maintenance Management System; creates and assigns work orders; completes and reviews documentation regarding repair and maintenance activities; scans documents and closes work orders.
- Ensures that staff are properly trained in the effective and safe maintenance and repair of wastewater treatment plant equipment and facilities, heavy equipment operation and snow removal.
- Operates Agency commercial vehicles (including 10-wheel dump truck and combination hydro vac/sewer cleaning truck), trucks, rubber-tired loader, skid-steer, backhoe, forklift and maintenance cart; performs snow removal and equipment transports.
- Coordinates the Agency's Underground Service Alert program.
- Participates in the selection and oversight of outside contractors, ensuring Agency standards are met.
- Assist in construction of special projects, reading and interpreting blueprints and understanding oral instructions.
- Checks on methods used by mechanics to ensure adherence to safety guidelines; ensure that protective devices and equipment are used when necessary; conducts safety tailgate meetings and monitors safe working habits of assigned staff.
- Researches, recommends, and procures parts and materials.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Performs the most difficult work related to the Mechanic class series.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of technical and functional leadership and training.
- General knowledge of wastewater treatment processes.
- Advanced operating practices and procedures of skilled plant and equipment mechanical work associated with construction, maintenance, repair and service of equipment related to wastewater operations.
- Advanced methods for troubleshooting and diagnosing problems with equipment and machinery.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

JOB TITLE: Lead Maintenance Mechanic

- Principles and practices of maintaining an advanced wastewater treatment plant.
- Equipment, tools and materials used in the maintenance, repair and rehabilitation of a wastewater treatment plant.
- Methods of hydraulic equipment maintenance.
- Methods of Underground Service Alert marking.

Ability to:

- Provide technical and functional leadership over assigned staff; effectively train staff.
- Perform the most complex duties related to the predictive and preventive maintenance of the Agency's wastewater treatment plant.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and provide input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Safely operate a variety of equipment and tools such as loader, backhoe, forklift, lathe, mill, small hand and power tools, welding equipment.
- Lubricate and maintain equipment as necessary.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Diagnose malfunctions and determine effective courses of action for correcting them.
- Read and interpret sketches, blueprints and diagrams and modify as necessary to complete the work.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objective and activities.

JOB TITLE: Lead Maintenance Mechanic

Experience and Education:

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:

Four years of journey level experience involving mechanical and facility maintenance of a wastewater treatment plant.

Education:

Equivalent to graduation from high school.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a valid California or Nevada Class B Commercial Learners Permit, with tanker endorsement, is required within 3 months of appointment.

Possession of a valid California or Nevada Class B Commercial Drivers License, with tanker endorsement, is required within 18 months of appointment.

Possession of a CWEA Plant Maintenance Technologist Grade III certification is required within three qualifying test cycles of appointment (approximately 18 months).

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Work effectively at desk, table or counter for long periods of time; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, shop or job site while performing work activities and to reach needed items; work effectively for long periods of time at a desk, table, counter, confined space, in a shop, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or to access low or high items; ascend and descend stairs, ladders or step

JOB TITLE: Lead Maintenance Mechanic

stools to reach equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less..

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a plant environment subject to typical plant noise and environment conditions. Many duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Maintenance Department Manager

Department: Maintenance

FLSA Status: EXEMPT

Revised as of: **07/2019**

DEFINITION

Plans, organizes, directs and reviews the activities and operations of the Maintenance Department including facilities, electrical, instrumentation, process control and mechanical installation, maintenance and repair; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Maintenance Department Manager duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent has broad management authority for the day-to-day operations of the Maintenance Department, as well as functional authority/responsibility for overseeing numerous tasks associated with the maintenance, repair and rehabilitation of the Agency's wastewater treatment plant.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives administrative direction from the General Manager. Responsibilities include broad management authority over professional and technical positions in the Maintenance Department.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures.
- Coordinates department activities with those of other departments and outside agencies and organizations; provides staff assistance to the General Manager and Board of Directors; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of the department's work plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Supervises and participates in the development and administration of the Maintenance Department budget; directs the forecast of additional funds needed for staffing,

JOB TITLE: Maintenance Department Manager

equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments.

- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the department.
- Plans and ensures the implementation of preventive and predictive maintenance programs for supporting continuous operations of plant equipment and processes and for facilities and grounds maintenance activities in accordance with industry standards; recommends, develops, and implements improvements in plant and facility maintenance procedures and work processes to increase effectiveness of maintenance programs in accordance with industry standards.
- Interprets mechanical, electrical or instrumentation drawings, diagrams and specifications to subordinates; inspects work in progress; ensures that work complies with appropriate repair methods and techniques; adjusts existing allocation of staff, materials, and budgetary resources within the department to meet maintenance service agreements and plant operational requirements.
- Considers department input and recommendations regarding maintenance issues; proactively coordinates with other departments regarding current and proposed capital programs and their impact on quality and level of maintenance support.
- Secures and manages the services of contractors and consultants in the performance of maintenance studies and projects; prepares and administers maintenance contracts and purchase agreements.
- Coordinates with other department managers regarding the effective planning and implementation of upgrades, improvements and modifications to the treatment plant in accordance with industry standards and ensures minimal disruption to operations.
- Coordinates and operates Agency commercial vehicles (including 10-wheel dump truck and combination hydro vac/sewer cleaning truck), trucks, rubber-tired loader, skid-steer, backhoe, forklift and maintenance cart; coordinates and performs snow removal and equipment transports.
- Assists in the implementation of the Agency surplus property program.
- Directs and oversees the Agency asset management program.
- Represents the department to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

JOB TITLE: Maintenance Department Manager

QUALIFICATIONS

Knowledge of:

- Principles and practices of electrical, instrumentation, process control and mechanical installation, maintenance and repair common to industry standards for an advanced wastewater treatment plant.
- Principles and practices associated with developing, implementing and managing a comprehensive predictive and preventive maintenance program.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Methods of asset and work order management.
- Principles and practices of organization, administration and personnel management.
- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Maintenance Department.
- On a continuous basis know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Prepare and administer department budgets.
- Develop and implement department policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Gain cooperation among staff and management team through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

JOB TITLE: Maintenance Department Manager

- Interpret and apply local, regional, State and Federal and Agency policies, procedures, rules and regulations.
- Troubleshoot mechanical and electrical issues.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Eight years of supervisory or higher-level experience that involved the development and implementation of a comprehensive predictive and preventive maintenance plan within an industrial, manufacturing, utility and/or large commercial setting; including two years in a management capacity.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in environmental science, engineering, or a related field. Additional experience may substitute for the required education. Equivalence would be two years of additional experience for one year of the required education.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

JOB TITLE: Maintenance Department Manager

Possession of a valid California or Nevada Class B Commercial Learners Permit, with tanker endorsement, is required within 3 months of appointment.

Possession of a valid California or Nevada Class B Driver License with tanker endorsement is required within 18 months of appointment.

Possession of a CWEA Plant Maintenance Technologist Grade IV certification within three qualifying testing cycles of appointment (approximately 18 months).

Possession, or ability to obtain confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

On a continuous basis, work effectively at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside of regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Maintenance Mechanic I/II/III

Department: Maintenance

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs skilled preventive and predictive duties involving the maintenance, repair, rehabilitation, and installation of mechanical equipment associated with wastewater treatment; repairs pumps, valves, pressure and flow control regulators and related equipment; responds to Underground Service Alert requests; and operates heavy equipment.

DISTINGUISHING CHARACTERISTICS

Maintenance Mechanic I - This is the entry level class in the Maintenance Mechanic series. Positions in this class typically have little directly related work experience. The Maintenance Mechanic I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbents work under immediate supervision while learning job tasks, progressing to general supervision as procedures and processes of assigned area of responsibility are learned.

Maintenance Mechanic II - This is the second level class in the Maintenance Mechanic series and is distinguished from the I level by the assignment of the full range of duties, with only occasional instruction or assistance needed as new, unusual or unique situations arise and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

Maintenance Mechanic III - This is the full journey level in the Maintenance Mechanic series. It is distinguished from the Maintenance Mechanic II by the ability to perform the full range of duties assigned. Positions in this class are flexibly staffed and are normally filled by advancement from the II level once the incumbent meets the qualification standards of the III level, demonstrates an ability to perform the full scope of the work, and otherwise meets performance standards.

This class is distinguished from the Lead Maintenance Mechanic in that the latter is the lead level responsible for providing technical and functional supervision to an assigned staff.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

SUPERVISION RECEIVED AND EXERCISED

Maintenance Mechanic I

Reports directly to, and receives immediate supervision from the Maintenance Department Manager or designee; receives technical and functional supervision from a Lead Maintenance Mechanic.

Maintenance Mechanic II

Reports directly to, and receives general supervision from the from the Maintenance Department Manager or designee; receives technical and functional supervision from a Lead Maintenance Mechanic.

Maintenance Mechanic III

Reports directly to, and receives general supervision from the from the Maintenance Department Manager or designee; receives technical and functional supervision from a Lead Maintenance Mechanic.

EXAMPLES OF ESSENTIAL DUTIES (for Maintenance Mechanic I/II/III): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Performs skilled duties and responsibilities in the maintenance, repair, service, and troubleshooting of equipment and machinery associated with the Agency's wastewater treatment plant and related facilities including pumps, engines, electric motors, valves, aeration blowers, emergency generators, air compressors, hydraulic systems, pneumatic systems, filters and vehicles.
- Performs troubleshooting using visual inspection to determine cause of malfunction on wastewater treatment plant equipment.
- Rebuilds and overhauls equipment by disassembling, cleaning, and repairing mechanical malfunctions; reassembles, installs and tests equipment to ensure that it is in proper working condition; disassembles machinery to carefully evaluate for required machine work and parts; cleans, bead blasts, primes and paints prior to reassembly; tests equipment to ensure proper operation.
- Maintains appropriate records and documentation of repairs; reviews, revises and implements maintenance schedules.
- Utilizes Computerized Maintenance Management System (CMMS) to track work orders, preventative maintenance and asset management.
- Identifies and mitigates unsafe work conditions and maintains safe work practices such as "lock-out/tag-out," confined space entry and fall protection.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

- Operates Agency commercial vehicles (including 10-wheel dump truck and combination hydro vac/sewer cleaning truck), trucks, rubber-tired loader, skid-steer, backhoe, forklift and maintenance cart. Performs snow removal and equipment transports.
- Operates a variety of hand tools, machine powered tools, light and heavy equipment; utilizes proper rigging and lifting techniques and methods.
- Perform line location consistent with Underground Service Alert requirements.
- Reads and updates blueprints and schematics as required to assist in repairs; prioritizes and coordinates the appropriate timing to service equipment; estimates labor and materials necessary to complete the needed work; orders replacement parts to perform maintenance and repairs as necessary.
- Performs confined space entries in order to inspect, clean and/or make repairs.
- Performs welding and metal fabrication utilizing various welding techniques.
- Utilizes lathes, mills and other machine shop equipment to fabricate parts.
- Performs building and yard maintenance, cleaning and custodial duties; paints utility equipment, keeps work area in a neat and orderly condition.
- Trains less experienced staff on performing complex rebuilds of plant equipment..
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Maintenance Mechanic I

Knowledge of:

- Uses and purposes of tools and equipment used in general construction and mechanical equipment maintenance and repair.
- Basic record keeping procedures.
- Basic welding practices.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Ability to:

- Learn to repair, maintain and troubleshoot a variety of mechanical equipment associated with wastewater treatment facilities.
- Learn all requirements and essential aspects of the job, learn and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; locate, adjust and operate tools and equipment; intermittently access, review, interpret and enter or adjust information on documents and work orders, remember instructions and how to operate equipment; interpret and communicate technical and numerical information.
- Learn to diagnose malfunctions and determine effective courses of action for correcting them.
- Use safety precautions related to all work performed including that which occurs in hazardous environments such as confined space.
- Adhere to Agency safety policies and procedures and utilize appropriate Personal Protection Equipment.
- Learn to safely operate and maintain hand tools, machine powered tools, light and heavy equipment.
- Learn to safely utilize rigging and lifting techniques and methods.
- Read and update blueprints and schematics.
- Perform line locating .
- Accurately perform mathematic calculations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Experience and Education:

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:

Two years of increasingly responsible experience performing maintenance and repair duties, preferably in a utility environment.

Education:

Equivalent to the completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid California or Nevada Class B Commercial Learners Permit, with tanker endorsement, is required within three months of appointment.

Possession of a valid California or Nevada Class B Commercial Driver's License, with tanker endorsement, is required within 18 months of appointment.

Possession of a CWEA Plant Maintenance Technologist Grade I certification is required within three qualifying test cycles of appointment (approximately 18 months).

Possession of, or ability to obtain a forklift certification is required within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Maintenance Mechanic II

In addition to the qualifications for the Maintenance Mechanic I:

Knowledge of:

- Standard operating practices and procedures of skilled plant and equipment mechanical work associated with construction, maintenance, repair and service of equipment related to wastewater operations.
- Methods for troubleshooting and diagnosing problems with equipment and machinery.
- Safe work practices such as lock-out/tag-out, confined space entry, fall protection, and Personal Protection Equipment use
- Pertinent local, State and Federal laws, ordinances, rules and regulations.
- Methods and procedures to disassemble machinery to carefully evaluate it for required machine work and parts.
- Methods and procedures of how to estimate and prioritize the work and to order parts and equipment.
- Principles and practices of maintaining detailed records.

Ability to:

- Independently perform a variety of semi-skilled to skilled repair, maintenance, and service tasks involving pumps and motors and other equipment associated with the operation of wastewater treatment plants.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Respond to emergency situations.
- Read a variety of technical documentation, schematics, blue prints and related documents. Operate a computer to access, enter and retrieve data.
- Prioritize workload to meet deadlines.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Experience and Education:

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:

Two years of responsible work experience similar to Maintenance Mechanic I with T-TSA.

Education:

Equivalent to the completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid California or Nevada Class B Commercial Learners Permit, with tanker endorsement, is required within three months of appointment.

Possession of a valid California or Nevada Class B Commercial Driver's License, with tanker endorsement, is required within 18 months of appointment.

Possession of a CWEA Plant Maintenance Technologist Grade II certification is required at time of appointment.

Possession of, or ability to obtain a forklift certification is required within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Maintenance Mechanic III

In addition to the qualifications for the Maintenance Mechanic II:

Knowledge of:

- Advanced operating practices and procedures of skilled plant and equipment mechanical work associated with construction, maintenance, repair and service of equipment related to wastewater operations.
- Advanced methods for troubleshooting and diagnosing problems with equipment and machinery.

Ability to:

- Independently perform a variety of skilled and complex repair, maintenance, and service tasks involving pumps and motors and other equipment associated with the operation of wastewater treatment plants.
- Assist with the training of new staff.

Experience and Education:

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:

Two years of responsible journey experience similar to Maintenance Mechanic II with T-TSA.

Education:

Equivalent to the completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid California or Nevada Class B Commercial Learners Permit, with tanker endorsement, is required within three months of appointment.

Possession of a valid California or Nevada Class B Commercial Driver's License, with tanker endorsement, is required within 18 months of appointment.

Possession of a CWEA Plant Maintenance Technologist Grade III certification is required at time of appointment.

CLASS TITLE: Mechanic I/Mechanic II/Mechanic III

Possession of, or ability to obtain a forklift certification is required within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS (for Maintenance Mechanic I/II/III)

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, shop or job site while performing work activities and to reach needed items; work effectively for long periods of time at a desk, table, counter, confined space, in a shop, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or access low or high items; ascend and descend stairs, ladders or step stools to reach equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS (for Maintenance Mechanic I/II/III)

Work is performed in a plant environment subject to typical plant noise and environment conditions. Many duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

TAHOE-TRUCKEE SANITATION AGENCY

Class Specification

Job Title: Operations Department Manager

Department: Operations

FLSA Status: EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, directs and reviews the activities and operations of the Operations Department including wastewater treatment and laboratory operations; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager.

DISTINGUISHING CHARACTERISTICS

The Operations Department Manager duties are administrative/managerial and highly complex in nature, involving highly technical functions. The incumbent has broad management authority for the day-to-day operations of the Operations Department, as well as functional authority/responsibility for overseeing numerous tasks associated with the wastewater treatment and laboratory functions of the Agency's wastewater treatment plant.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives administrative direction from the General Manager. Responsibilities include broad management authority over a large and diverse group of management, supervisory, professional, technical, and support positions whose incumbents perform the full range of operational activities.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures.
- Coordinates department activities with those of other departments and outside agencies and organizations; provides staff assistance to the General Manager and Board of Directors; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of the department's work plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Supervises and participates in the development and administration of the Operations Department budget; directs the forecast of additional funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; implements mid-year adjustments.

JOB TITLE: Operations Department Manager

- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the department.
- Reviews and evaluates plant and laboratory operations and performance.
- Directs and participates in negotiations with Federal, State, regional, and local permitting and regulatory agencies; communicates and serves as resource to Agency staff and the Board of Directors regarding compliance issues.
- Coordinates with other department managers regarding the effective planning and implementation of upgrades, improvements and modifications to the treatment plant and ensures minimal disruption to operations.
- Secures and manages the services of contractors and consultants in the performance of operations studies and projects; prepares and administers operations contracts and purchase agreements.
- Represents the department to outside groups and organizations; participate in outside community and professional groups and committees; provides technical assistance as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence as necessary.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices associated with the operations of an advanced wastewater treatment plant, including activated sludge wastewater treatment reclamation system, primary, secondary and tertiary processes, solids handling, biological nutrient removal, final filtration and disinfection.
- Principles and practices of wastewater treatment plant laboratories. Wastewater treatment chemistry and microbiology including biological and biochemical reactions.
- Principles of math and data processing applicable to wastewater treatment processes.
- Principles and practices of project management.
- Regulatory compliance issues.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Pertinent local, State and Federal laws, rules and regulations.
- Organizational and management practices as applied to the analysis and evaluation of programs.
- Principles and practices of organization, administration and personnel management.

JOB TITLE: Operations Department Manager

- Principles and practices of budget preparation and administration.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Principles and practices of safety and emergency procedures.
- Principles and practices of customer service.

Ability to:

- Plan, direct and control the administration and operations of the Operations Department.
- On a continuous basis, know and understand requirements and all essential aspects of the job; access, review, analyze and interpret a wide variety of reports, technical data and budget documents; know and understand laws, regulations, rules and codes related to area of assignment; observe performance and review and evaluate staff; problem solve department related issues; remember various processes and requirements; and interpret and communicate policy, information and instructions.
- Prepare and administer department budgets.
- Develop and implement department policies and procedures.
- Supervise, train and evaluate assigned personnel.
- Gain cooperation among staff and management team through discussion and persuasion.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply local, regional, State and Federal and Agency policies, procedures, rules and regulations.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

JOB TITLE: Operations Department Manager

Experience and Education:

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:

Eight years of supervisory or higher-level experience that involved the operation of an advanced wastewater treatment plant, including two years in a management capacity.

Education:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in environmental science, engineering, or a related field. Additional experience may substitute for the required education. Equivalence would typically be two years of additional experience for one year of education.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at time of appointment.

Possession of a Grade V Wastewater Treatment Operator certificate from the California State Water Resources Control Board.

Possession, or ability to obtain confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Work effectively at desk and in meetings for long periods of time; intermittently move, traverse and position self while performing duties; access equipment surrounding desk; activate, use and operate a computer and other office equipment; use telephone; communicate through written means; and move or transport weight of 20 pounds or less.

Ability to wear a self-contained breathing apparatus and air purifying respirator.

JOB TITLE: Operations Department Manager

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Some duties expose the incumbent to outdoor conditions and to all weather conditions. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise. Position requires work both during and outside regular business hours, as well as occasional weekend work and the ability to travel.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Operations Shift Supervisor

Department: Operations Department

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Oversees and supervises assigned shifts of the wastewater treatment process within the Operations Department; assists with implementation of projects; ensures the Agency is in compliance with all regulatory requirements; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Operations Shift Supervisor level recognizes positions that perform full supervisory responsibilities including planning, assigning and evaluating the work of subordinates and responsibility for independently making decisions related to functional activities of the Operations Department, and independently performing the full range of duties.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Operations Supervisor, or designee. Exercises direct supervision over assigned technical personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class, and are not intended to be an inclusive list.*

- Implements goals and objectives; establishes schedules and methods for the wastewater treatment operations and processes; implements policies and procedures.
- Plans, prioritizes, assigns, supervises and reviews the work of staff involved in wastewater treatment process operations for an assigned shift.
- Evaluates operations and activities of assigned section; recommends improvements and modifications; prepares various reports on operations and activities.
- Recommends the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.
- Provides training to operators in wastewater treatment processes, operational tasks, and related equipment such as pumps, boilers, chlorine gas disinfection process, power generators, and related equipment.

JOB TITLE: Operations Shift Supervisor

- Provides training and monitoring on chemical processing such as storage, condition, dosage and use; ensures staff use proper personal protection equipment when required; provides on-scene management and emergency response when needed.
- Oversees staff and operations on an assigned shift; troubleshoots problems and unusual situations; assists in planning, prioritizing and implementing special projects.
- Monitors the Operators taking the plant off and back on line; ensures SOP's (Standard Operating Procedures) and all other requirements are met and followed.
- Ensures compliance with all regulatory requirements; monitors operations to determine efficiency and effectiveness of plant processes; prepares documentation as assigned.
- Performs operational tasks, when needed; operates pumps and equipment; collects samples; enters and retrieves information and monitors processes; operates, repairs or cleans equipment; interprets data; puts equipment in and out of service.
- Oversees staff collecting, processing and performing laboratory tests including retrieving wastewater sludge and/or dry samples.
- Adheres to and oversees compliance with all safety policies and procedures; oversees receipt of, storage and use of chemicals including maintaining inventory and ordering.
- Assumes the role of Operator as needed.
- Answers questions and provides information to the public; investigates complaints from public and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of wastewater treatment operations and processes and the methods of evaluating treatment results.
- Equipment, tools and materials used in wastewater treatment operations and processes.
- Methods and procedures of mathematics, biology, chemistry, biochemistry and sampling procedures and laboratory techniques related to area of assignment.
- Procedures, methods, tools, and equipment related to plant safety, including methods and procedures used in emergency settings.
- Analyze and prepare technical reports and related documents.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of safety management and emergency response, including confined space entry.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.

JOB TITLE: Operations Shift Supervisor

- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices and Standard Operating Procedures.
- Principles and practices of customer service.

Ability to:

- Oversee and supervise assigned shifts of the wastewater treatment operations process; assist to implement projects.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and provide input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Ensure requirements are met and that the Agency is in compliance with all regulatory requirements.
- Interpret and explain pertinent operational and department policies and procedures.
- Develop and recommend policies and procedures related to assigned operations.
- Safely operate a variety of manual and mechanized tools and equipment, including forklift and skid loader, as needed.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Work an assigned shift on a rotating basis.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

JOB TITLE: Operations Shift Supervisor

Experience and Education:

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:

Five years of increasingly responsible journey level wastewater operations experience; and one year providing technical and/or functional supervision over assigned staff.

Education:

Equivalent to the completion of the twelfth grade with emphasis on, or supplemented by, course work in mathematics and chemistry or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator Grade III Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession, or ability to obtain of a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, control rooms, laboratory or job site while performing work activities and to reach needed items; work effectively for long periods of time at a desk or table in a control room, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or access low or high items; ascend and descend stairs, ladders or step stools to reach elevated platforms, equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

JOB TITLE: Operations Shift Supervisor

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in both indoor and outdoor environments with exposure to confined spaces and all weather conditions. This assignment includes working on or operating equipment and working on elevated platforms. Works a flexible, rotating schedule and/or shifts in order to accommodate a 24-hour, 7 day per week operation, to include weekends and holidays, as well as overtime work.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Operations Supervisor

Department: Operations Department

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Oversees and supervises the wastewater treatment operations overall process within the Operations Department to ensure wastewater discharge requirements (WDR) are met; ensures the Agency is in compliance with all regulatory requirements; plans and implements projects and troubleshoots overall plant malfunctions; and performs a variety of technical tasks relative to assigned area of responsibility.

DISTINGUISHING CHARACTERISTICS

The Operations Supervisor level recognizes positions that perform full supervisory responsibilities including planning, assigning and evaluating the work of subordinates and responsibility for overall operational activities of the Operations Department including regulatory compliance, projects, and plant functions.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from the Chief Plant Operator, or designee. Exercises direct supervision over assigned technical personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Implements goals and objectives related to assigned section; establishes schedules and methods for wastewater treatment operations and processes; implements policies and procedures.
- Plans, prioritizes, assigns, supervises and reviews the work of staff involved in wastewater treatment process operations.
- Evaluates operations and activities of assigned section; recommends improvements and modifications; prepares various reports on operations and activities.
- Assists in developing and administering section budget; prepares cost estimates for budget recommendations; submits justifications for equipment, materials and supplies; monitors and controls expenditures.
- Recommends the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.

JOB TITLE: Operations Supervisor

- Troubleshoots problems and unusual situations; submits repair requests; assists with planning, prioritizing and implementing special projects.
- Ensures proper procedures for taking the plant off and back on line, monitors chemical and gas levels; ensures compliance with SOP's (Standard Operating Procedures) and all other applicable requirements.
- Ensures operations are in compliance with all regulatory requirements; monitors operations to determine efficiency and effectiveness of plant processes; prepares special reports including Waste Management Permit Report and EPA report on air quality and others as assigned.
- Performs operational tasks, when needed including operates pumps and equipment; collects samples and delivers to laboratory; enters and retrieves information and monitors pump flows; operates, repairs or cleans equipment; interprets data; puts equipment in and out of service; and related tasks, as needed.
- Adheres to and oversees compliance with all safety policies and procedures; oversees storage and use of chemicals, including maintaining inventory and ordering.
- Develops and updates Standard Operating Procedures.
- Assumes the role of Operations Shift Supervisor or Operator as needed.
- Fills in for the Chief Operator in that person's absence, as needed.
- Collects, compiles and analyzes information from various sources as it relates to assigned operations and projects.
- Answers questions and provides information to the public; investigates complaints from the public and recommends corrective action as necessary to resolve complaints.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of wastewater treatment operations and processes and the methods of evaluating treatment results.
- Equipment, tools and materials used in wastewater treatment operations and processes.
- Methods and procedures of mathematics, biology, chemistry, biochemistry and sampling procedures and laboratory techniques related to area of assignment.
- Principles and practices of supervision, training and evaluating performance.
- Principles and practices of budget monitoring.
- Principles and practices of safety management and emergency response.
- Pertinent local, State and Federal laws, ordinances and rules.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.

JOB TITLE: Operations Supervisor

- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices and Standard Operating Procedures.
- Principles and practices of customer service.

Ability to:

- Oversee and supervise the wastewater treatment operations process to ensure all waste discharge (WDR) requirements are met; and to ensure the Agency is in compliance with all regulatory requirements.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; train and explain processes to others; when so assigned, observe performance and input into review and evaluation of the work of others; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Assist with planning and implementing projects and troubleshooting plant malfunctions.
- Interpret and explain pertinent operational and department policies and procedures.
- Assist in the development and monitoring of an assigned program budget.
- Develop and recommend policies and procedures related to assigned operations.
- Safely operate a variety of manual and mechanized tools and equipment, including forklift, as needed.
- Analyze and prepare technical reports and related documents.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Supervise, train and evaluate performance of assigned staff.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

JOB TITLE: Operations Supervisor

Experience and Education:

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:

Three years of increasingly responsible wastewater operations experience that included supervision of an assigned shift.

Education:

Equivalent to the completion of the twelfth grade with emphasis on, or supplemented by, course work in mathematics and chemistry or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator Grade IV Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, control rooms, laboratory or job site while performing work activities and to reach needed items; work effectively at a desk or table in a control room, or while driving vehicle or operating equipment; position self to adjust equipment, use tools to review work of others or access low or high items; ascend and descend stairs, ladders or step stools to reach elevated platforms, equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

JOB TITLE: Operations Supervisor

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in both indoor and outdoor environments with exposure to confined spaces and all weather conditions. Assignment includes working on or operating equipment and working on elevated platforms.

Job Title: Operator-In-Training/Operator I/II/III

Department: Operations Department

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs a variety of semi-skilled and skilled tasks associated with the operation and maintenance of the Agency's wastewater treatment plant; monitors treatment plant processes; responds to alarms; collects and analyzes samples; and maintains and submits a variety of documents and records.

DISTINGUISHING CHARACTERISTICS

Operator-In-Training – This is the trainee level of the Operator class series. Positions in this class typically have little directly related work experience. Operators–In–Training perform the most routine duties of this classification, progressing to more complex duties with training and experience. The Operator–In–Training is distinguished from the Operator I by the performance of tasks allowed with possession of a Wastewater Treatment Operator–In–Training certificate.

Operator I - This is the entry level class in the Operator series and works under close supervision while continuing to learn job tasks. The Operator I is distinguished from the Operator II by the performance of tasks allowed with possession of a Wastewater Treatment Operator Grade I certificate. Positions in this class are flexibly staffed and are normally filled by advancement from the Operator–In–Training level once the incumbent meets the qualification standards of the I level, demonstrates an ability to perform the full scope of the work, and meets all other performance standards.

Operator II - This is the third level class in the Operator series. It is distinguished from the I level by the assignment of the full range of duties. The Operator II is distinguished from the Operator III by the performance of tasks and duties allowed with possession of a Wastewater Treatment Plant Operator Grade II certification. Positions in this class are flexibly staffed and are normally filled by advancement from the I level once the incumbent meets the qualification standards of the II level, demonstrates an ability to perform the full scope of the work, and meets all other performance standards.

Operator III - This is the fourth level class in the Operator series. The Operator III is distinguished from the Operator II by the ability to perform the full range of duties assigned, including serving as shift operator-in-charge, as needed and allowed with possession of Wastewater Treatment Plant Operator Grade III certification and sufficient amount of Agency experience as determined by the Chief Plant Operator. Positions in this class are flexibly staffed and are normally filled by advancement from the Operator II level the incumbent meets the qualification standards of the III

JOB TITLE: Operator-In-Training/I/II/III

level, demonstrates an ability to perform the full scope of the work, and meets all other performance standards.

SUPERVISION RECEIVED AND EXERCISED

Operator-In-Training

Reports directly to, and receives immediate supervision from an Operations Shift Supervisor, or designee and may receive technical and functional supervision from an Operator III who is serving as shift operator-in-charge.

Operator I

Reports directly to, and receives immediate supervision from an Operations Shift Supervisor, or designee and may receive technical and functional supervision from an Operator III who is serving as shift operator-in-charge.

Operator II

Reports directly to, and receives general supervision from an Operations Shift Supervisor, or designee and may receive technical and functional supervision from an Operator III who is serving as shift operator-in-charge.

Operator III

Reports directly to, and receives general supervision from an Operations Shift Supervisor. May provide technical and functional supervision to less certified Operators and assumes the role of operator-in-charge as needed.

EXAMPLES OF ESSENTIAL DUTIES (for all Operator levels): *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Collects, processes and performs laboratory tests including retrieving wastewater, sludge and/or dry samples.
- Performs operations, control, and maintenance functions and performs laboratory testing and sample collections, consistent with certification.
- Operates pumps, valves and metering equipment and other plant equipment; monitors pumping flows; and adjusts, stops or starts plant processes.
- Cleans, flushes and maintains plant equipment and performs minor equipment repairs.
- Inspects a variety of plant equipment; reads and records gauges; ensures maximum efficiency of processes and equipment.

JOB TITLE: Operator-In-Training/I/II/III

- Operates a forklift to transport, load and unload materials, supplies and equipment, as assigned.
- Delivers materials to laboratory.
- Enters and retrieves information using computer-based system application.
- Performs confined space entries to inspect tanks and other spaces.
- Performs record keeping functions such as logging plant operations, test results, maintenance work performed and unusual operating conditions; prepares and maintains a variety of records.
- Locates and troubleshoots malfunctions; investigates and inspects abnormal equipment gauge readings or other unusual situations; responds to alarms and treatment issues; and notifies appropriate personnel as necessary.
- Reports the need for repairs or maintenance if unable to be performed immediately.
- Interprets technical data and maintains a variety of accurate records, reports, and logs.
- Adheres to all safety policies and standard operating procedures, including the handling of chemicals used in the operation of the plant.
- Performs a variety of general facilities maintenance duties.
- Complies with all wastewater treatment facility permits and regulations.
- Accepts deliveries and handles other known hazardous chemicals.
- Work and assigned shift on a rotating basis.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

When acting as the designated shift operator-in-charge (with sufficient amount of Agency experience as determined by the Chief Plant Operator), duties include (Operator III only):

- Ensures Agency compliance with the Wastewater Discharge Requirements (WDR).
- Performs the full range of operations, control, and maintenance functions during assigned shift while optimizing efficiency; performs basic laboratory testing and sample collections; demonstrates a full understanding of all applicable policies and work methods associated with assigned duties.
- Operates and monitors all SCADA systems; revises equipment settings as appropriate; makes inspections and corrects or controls system problems as necessary; documents problems and actions taken to address problems.
- Instructs staff in work procedures.
- Communicates, organizes, and directs staff efforts in response to emergency situations.

JOB TITLE: Operator-In-Training/I/II/III

QUALIFICATIONS

Operator-In-Training

Knowledge of:

- Basic mechanical principles and practices.
- Basic mathematics, geometry and algebra.
- Basic principles and practices related to chemistry and biology.
- Manual and mechanized tools and equipment needed to make general repairs.
- Methods and processes to perform basic laboratory tests.
- Modern office practices, methods, and computer equipment.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Learn to assist in the performance of a variety of unskilled and progressively more skilled tasks related to operating the wastewater treatment facility in a safe manner.
- Learn the requirements and essential aspects of the job, including safety rules and identifying hazards.
- Learn to safely operate a variety of manual and mechanized tools and equipment.
- Learn to make minor repairs.
- Learn to maintain accurate records, reports, and logs.
- Understand and carry out oral and written instructions.
- Read, write and comprehend the English language at a level necessary for effective job performance, exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and learn to use applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

JOB TITLE: Operator-In-Training/I/II/III

Experience and Education:

Any combination of experience and training that would provide the required knowledge and abilities is qualifying (equivalent to California State Water Resources Control Board requirements for certification). A typical way to obtain the required knowledge and abilities would be:

Experience:

No previous wastewater treatment plant experience necessary.

Education:

Equivalent to completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator-In-Training Certificate from California State Water Resources Control Board within 4 months from date of hire.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

Operator I

In addition to the qualifications for the Operator-In-Training:

Knowledge of:

- Basic mechanical, electrical and hydraulic principles including pumps and piping.
- Relevant software programs used in wastewater treatment operations.

Ability to:

- Learn to perform a variety of semi-skilled and skilled tasks associated with the operation and maintenance of the Agency's wastewater treatment plant; monitor treatment plant operations; respond to alarms; collect and analyze samples.

JOB TITLE: Operator-In-Training/I/II/III

- Learn all requirements and essential aspects of the job, learn and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; locate, adjust and operate tools and equipment; intermittently access, review, interpret and enter or adjust information on documents and work orders, remember instructions and how to operate equipment; interpret and communicate technical and numerical information.
- Safely operate a variety of manual and mechanized tools and equipment.
- Learn to investigate equipment and equipment problems.
- Assist to make minor equipment repairs and adjustments.
- Learn to enter or record technical data and information.
- Maintain accurate records, reports and logs.
- Learn to interpret diagrams and technical instructions.
- Learn the safe handling of hazardous materials, liquids, solids and gases used in plant operations.
- Learn to safely operate a variety of manual and mechanized tools and equipment, including forklift, as needed.
- Learn to prioritize workload to meet deadlines.

Experience and Education:

Any combination of experience and training that would provide the required knowledge and abilities is qualifying (equivalent to California State Water Resources Control Board requirements for certification). A typical way to obtain the required knowledge and abilities would be:

Experience:

One year of experience similar to an Operator-In-Training with T-TSA.

Education:

Equivalent to completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator Grade I Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial

JOB TITLE: Operator-In-Training/I/II/III

12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

Operator II

In addition to the qualifications for the Operator I:

Knowledge of:

- Basic principles and practices associated with operating a wastewater treatment plant and associated facilities.
- Proper handling of hazardous materials, liquids, solids and gases used in plant operations.
- Water quality testing procedures.

Ability to:

- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; know and observe safety rules and identify hazards; intermittently locate, analyze, detect and diagnose problem equipment and determine solutions; problem solve issues related to area of assignment; remember various processes and requirements and how to operate equipment; intermittently access, review, and interpret and adjust or enter data on work orders, reports and other documents; identify, interpret and communicate technical and numerical information.
- Perform a variety of progressively more skilled tasks related to the operations of the wastewater treatment facility in a safe manner.
- Enter or record technical data and information.
- Assist with the investigation of equipment and equipment problems.
- Make minor equipment repairs and adjustments.
- Interpret diagrams and technical instructions.
- Safely operate a variety of manual and mechanized tools and equipment, including forklift, as needed.
- Prioritize workload to meet deadlines.

Experience and Education:

Any combination of experience and training that would provide the required knowledge and abilities is qualifying (equivalent to California State Water Resources Control Board requirements for certification). A typical way to obtain the required knowledge and abilities would be:

Experience:

Eighteen months of experience similar to an Operator I with T-TSA.

Education:

Equivalent to completion of the twelfth grade.

JOB TITLE: Operator-In-Training/I/II/III

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator Grade II Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

Operator III

In addition to the qualifications for the Operator II:

Knowledge of:

- Methods and procedures for wastewater treatment.
- Methods and procedures for troubleshooting equipment associated with the operation of a wastewater treatment plant.
- Principles and practices of trend analysis.
- Emergency response procedures.
- Principles and practices of training and technical and functional supervision of less experienced staff.

Ability to:

- Interpret and apply a variety of instructions furnished in written, oral, diagram, or other form.
- Calculate figures and amounts including percentages, areas, circumferences, and volumes and apply the concepts of basic algebra and geometry.
- Act as Emergency Coordinator and respond to urgent situations, if assigned.
- Assist with the enforcement of safety policies and ensures standard operating procedures are followed.
- Serve as shift operator, as needed, and provide technical or functional supervision of less experienced staff, with sufficient amount of Agency experience as determined by the Chief Plant Operator.
- Assist with the development and implementation of training for lower level Operators. Shut down areas of the system if needed.

JOB TITLE: Operator-In-Training/I/II/III

Experience and Education:

Any combination of experience and training that would provide the required knowledge and abilities is qualifying (equivalent to California State Water Resources Control Board requirements for certification). A typical way to obtain the required knowledge and abilities would be:

Experience:

Three years of experience similar to an Operator II with T- TSA.

Education:

Equivalent to completion of the twelfth grade.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License desirable.

Possession of a Wastewater Treatment Operator Grade III Certificate issued by the California State Water Resources Control Board.

Possession of, or ability to obtain a forklift certification within six months of appointment.

Possession of, or ability to obtain a confined space certification within six months of appointment.

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS (for all Operator levels):

Position self and intermittently move so as to access, maintain, clean, repair and/or install equipment; intermittently move, traverse and position self around the office, control rooms, laboratory or job site while performing work activities and to reach needed items; work effectively at a desk or table in a control room, or while driving vehicles or operating equipment; position self to adjust equipment, use tools to review work of others or access low or high items; ascend and descend stairs, ladders or step stools to reach elevated platforms, equipment or other items and to access areas out of reach; manipulate, operate, activate and adjust equipment and tools; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

JOB TITLE: Operator-In-Training/I/II/III

WORKING/ENVIRONMENTAL CONDITIONS (for all Operator levels):

Work is performed in both indoor and outdoor environments with exposure to confined spaces and all weather conditions. Assignment includes working on or operating equipment and working on elevated platforms. Works a flexible, rotating schedule and/or shifts in order to accommodate a 24-hour, 7 day per week operation, to include weekends and holidays, as well as overtime work.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Purchasing Agent

Department: Administrative Services

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Performs a variety of responsible technical administrative functions; conducts research and performs special projects; and prepares, coordinates and monitors contracts, and purchasing agreements.

DISTINGUISHING CHARACTERISTICS

Employees within this journey-level class perform the full range of duties as assigned including administrative projects, purchasing and contract administration and related functions. Employees at this level receive minimal instruction or assistance, and are fully aware of the operating procedures and policies of the work unit.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general supervision from the Administrative Manager.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to this class and are not intended to be an inclusive list.*

- Assists with the Request for Proposal and Request for Qualifications process; receives, opens, and records bids; reviews bid and insurance for compliance with Agency standards.
- Prepares, monitors and tracks a variety of contracts, purchasing agreements, bids, and other documents, reports and orders.
- Coordinates the purchasing and procurement process; receives, records and posts requisitions; expedites urgent orders as necessary.
- Contacts suppliers for pricing and availability of items and materials; participates in the selection of suppliers; researches alternate sources of items and materials, as needed.
- Computes costs; routes documents for approval; generates purchase orders; meets with sales representatives as necessary.
- Coordinates with maintenance to tag Agency assets and maintain inventory.
- Responds to requests for documentation related to assigned area of responsibilities; develops, explains and interprets policies and procedures.
- Drafts correspondence, prepares orders, forms, and documentation.
- May receive and respond to billing and general questions.
- Performs technical duties related to area of assignment including interpreting, analyzing, and determining compliance or acceptance of information and materials.

JOB TITLE: Purchasing Agent

- Assists in the conduct of studies, special projects, administrative and technical functions; performs data collection, research and analysis; prepares draft reports and technical documents;
- Establishes and maintains systems related to assigned technical area of responsibility; monitors area activities and reports progress as required.
- Ensures areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.
- Receives, opens and date stamps and distributes mail.
- Establishes and maintains a wide variety of filing and reporting systems as necessary; develops record keeping procedures.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Principles and practices of intermediate analytical research and project coordination.
- Modern office practices, methods, and computer equipment including relevant software programs.
- Principles and practices of administrative office functions including file management.
- Methods and procedures for conducting research, ordering, purchasing and procurement processes, bid processes and purchase agreements.
- Methods and procedures of contract development and administration
- Methods and procedures of basic mathematics and computations of prices.
- Methods and procedures of billing processes.
- Operation of office equipment including personal computers, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices.
- Principles and practices of customer service.

Ability to:

- Conduct research, prepare, coordinate and monitor/track contracts, purchasing/procurement agreements and bids, and other documents, reports and orders.
- On an ongoing basis, know, understand and perform operations; know all requirements and essential aspects of the job; observe and analyze and propose solutions to problems; review, analyze and interpret documents and information, remember instructions; and communicate tasks or projects to others.

JOB TITLE: Purchasing Agent

- Accurately compute costs.
- Coordinate, monitor and implement special projects.
- Understand and carry out oral and written instructions, and prioritize workload to meet deadlines.
- Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Utilize appropriate safety procedures and practices for assigned duties.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Three years of responsible administrative support or technical experience including public purchasing.

Education:

Equivalent to the completion of the twelfth grade supplemented by college courses in business administration or related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is desirable.

PHYSICAL REQUIREMENTS

Work effectively at desk, table or counter for long periods of time; intermittently move around the office while performing work activities and to reach needed items; manipulate and file documents; operate and adjust office equipment; manipulate, activate, operate and adjust equipment; ascend and descend ladders or step stools to reach equipment or other items and to access areas out of reach; and move or transport weight of 20 pounds or less.

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment.

TAHOE-TRUCKEE SANITATION AGENCY
Class Specification

Job Title: Senior Engineer

Department: Engineering

FLSA Status: NON EXEMPT

Revised as of: 07/2019

DEFINITION

Plans, organizes, supervises and performs professional and highly complex and technical civil engineering duties including the design, drafting, planning, bidding, inspections and implementation of construction projects and technical work for the plant/pipeline operations and maintenance programs; conducts special studies; prepares reports; and provides highly responsible professional support to an assigned manager.

DISTINGUISHING CHARACTERISTICS

This is the most advanced professional level in the Engineer series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed, complexity of duties assigned, independence of action taken, the amount of time spent performing these duties requiring independent judgment and discretion, and the nature of the public contact made. Employees perform the most difficult and responsible types of duties assigned to classes within this series, including providing supervision over assigned personnel and perform complex design, planning, and implementation of projects. Employees at this level are required to be fully trained in all procedures related to assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Reports directly to, and receives general direction from, the Engineering Department Manager. Exercises supervision over assigned professional, technical and administrative support personnel.

EXAMPLES OF ESSENTIAL DUTIES: *the duties specified below are representative of the range of duties assigned to the class and are not intended to be an inclusive list.*

- Plans, prioritizes, assigns, supervises and reviews the work of a variety of assigned staff engaged in civil engineering, design, planning, bidding, inspections and implementation of construction projects, technical work for the plant/pipeline operations and maintenance programs and related support functions.
- Evaluates operations and activities of assigned section; recommends improvements and modifications; prepares various reports on operations and activities.
- Performs the most difficult and highly complex professional and technical civil engineering duties requiring specialized knowledge related to the design and completion of complex engineering and construction assignments.

JOB TITLE: Senior Engineer

- Develops schedules and methods to accomplish assignments ensuring work is completed in a timely and efficient manner; prioritizes and develops critical path schedules to successfully manage overlapping and sequential work activities.
- Assists with the selection of staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline procedures; evaluates employee performance; drafts and conducts performance evaluations.
- Serves as project manager for the more complex capital improvement projects including the development of Requests for Qualifications and Requests for Proposals, the development and monitoring of project budgets, management of outside design consulting firms and management of the construction phase; performs inspections of on-site and off-site projects.
- Prepares complex engineering studies and reports; coordinates projects with other Agency departments, outside agencies, consultants, and developers; participates in the development of Agency master plans.
- Researches project design requirements and performs related calculations; conducts plan checks to ensure compliance with Agency and regulatory standards; prepares time and material cost estimates.
- Researches and recommends use of consultants and contractors for various projects; monitors progress and authorizes payments according to contract terms and conditions.
- Prepares, reviews, interprets and revises technical and administrative reports, prepares and reviews instructions, memos, letters, other correspondence and other documentation; performs research and conducts complex studies.
- Analyzes, understands, interprets, and communicates to others the correct application of applicable Federal, State, and Local governmental regulations, technical reports, manuals, sketches and related information.
- Adheres to and ensures compliance with safety and emergency policies, procedures, rules, regulations and standard operating procedures.
- Oversees and participates in bidding process, oversees and ensures compliance with contracts and agreements; monitors contractor performance.
- Reviews and checks plans and specifications for conformance with design standards, codes and regulations.
- Oversees, reviews and performs technical work for the plant/pipeline operations and maintenance programs.
- Prepares for and participates in effective public speaking presentations to a variety of audiences.
- May serve as acting Engineering Department Manager in Manager's temporary absence.
- Coordinates construction activities with other departments, divisions, and outside agencies.
- Represents the Agency with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Builds and maintains positive working relationships with co-workers, other Agency employees and the public using principles of good customer service.
- Performs related duties as assigned.

JOB TITLE: Senior Engineer

QUALIFICATIONS

Knowledge of:

- Principles and practices of professional civil engineering, construction, inspection, and design project requirements.
- Advanced project management methods.
- Methods and procedures related to wastewater treatment, conveyance systems, plant and pipeline operations, analytical quality control methods and interpretation of data.
- Master planning, application of asset management principles, development of capital improvement plans.
- Current development and trends related to professional engineering.
- Methods and procedures for securing permits and approvals; Federal, State, and local regulations, laws, codes, ordinances and rules related to construction and civil engineering projects.
- Principles and practices of supervision, training and evaluating performance.
- Modern office practices, methods and equipment including personal computers, AutoCAD and other specialized civil engineering software applications, fax machines, copiers, printers, telephones, voicemail and e-mail systems, etc.
- Principles and practices of budget planning, processes, monitoring and implementation.
- Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.
- Safe work practices, policies, rules, regulations methods and procedures as relates to design, engineering, construction and emergency procedures and equipment.
- Principles and practices of customer service.

Ability to:

- Organize, implement, supervise and participate in civil engineering, design, drafting, planning, bidding, inspections and implementation of construction projects and technical work for the plant/pipeline operations and maintenance programs.
- On an ongoing basis, know and understand all requirements and essential aspects of the job including laws, regulations, rules and codes related to area of assignment; intermittently access, review, and adjust and enter data on documents, reports and files; design engineering plans; conduct surveys of proposed construction sites; analyze, interpret and recommend changes to engineering work plans; manage engineering and construction projects; interpret analytical results and technical and numerical information; train and explain processes to others; observe equipment and conditions and problem solve issues related to area of assignment; remember various processes and requirements; interpret and communicate information.
- Perform the most complex duties related to professional and highly technical civil engineering assignments.
- Conduct complex special studies; write, review and revise detailed documents and reports.
- Analyze, understand, interpret, and communicate the correct application of relevant governmental regulations, technical reports, books, manuals, sketches and plans.

JOB TITLE: Senior Engineer

- Understand and carry out oral and written instructions; prioritize assignments and meet deadlines; adjust to changing requirements and environments.
- Ensure compliance with relevant safety policies, procedures, rules, regulations and standard operating procedures.
- Comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.
- Communicate effectively, tactfully and positively in both oral and written form.
- Operate and use modern office equipment and technology, including computers and applicable software including AutoCAD and other specialized engineering software applications.
- Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.
- Function in confined spaces and/or hazardous environment.
- Utilize appropriate safety procedures and practices for assigned duties.
- Supervise, train and evaluate performance of assigned staff.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Contribute effectively to the accomplishment of Agency goals, objectives and activities.

Experience and Education:

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:

Ten years of increasingly responsible professional engineering experience within a utility.

Education:

Equivalent to a Bachelor's degree from an accredited ABET college or university with major course work in civil engineering or a related field.

SPECIAL QUALIFICATIONS

License and Certificate:

Possession of a valid California or Nevada Class C Driver License is required at the time of appointment.

Possession of a valid Certificate of Registration as a Licensed Professional Engineer in Civil Engineering issued by the California Department of Consumer Affairs Board for Professional Engineers, Land Surveyors, and Geologists.

Possession, or ability to obtain confined space certification within six months of appointment.

JOB TITLE: Senior Engineer

Persons employed in this classification are required to participate in Agency provided training to acquire basic First Aid and Cardiopulmonary Resuscitation (CPR) certificates during the initial 12 months of employment and continued maintenance of a valid certificate as a condition of employment for this position.

PHYSICAL REQUIREMENTS

Work effectively for long periods of time at a desk, table, counter; travel to conduct off-site inspections; intermittently move, traverse and position self while performing work activities; ascend and descend stairs, ladders or step stools to inspect or reach equipment or other items and to access areas out of normal reach; manipulate, operate, activate and adjust equipment and tools; position self to adjust office and field equipment or to access low or high items; discern hazardous warning signs and discern and respond to announcements and alarms; maintain airtight seal with self-contained breathing apparatus and air purifying respirator; and move or transport weight of 50 pounds or less.

Ability to wear a self-contained breathing apparatus (SCBA) and Full-Face Air Purifying Respirator (APR).

WORKING/ENVIRONMENTAL CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Incumbents exposed to all weather conditions and plant noise while conducting inspections and field work. Possible exposure to chemicals (dust, gases, liquids, solids, fumes), odors and noise.

Survey Agencies

Byrce Consulting, Inc. List

Classic Members

Survey Classification	CLASSIC MEMBERS									# of Comparables
	MEDIAN			MEDIAN			MEDIAN			
	Base Salary			Total Cash			Total Compensation			
TTSA Maximum Base Salary	Labor Market Median Base Salary	% TTSA Is Above or Below Labor Market Median	TTSA Total Cash	Labor Market Median Total Cash	% TTSA Is Above or Below Labor Market Median	TTSA Total Compensation	Labor Market Median Total Compensation	% TTSA Is Above or Below Labor Market Median		
Accounting Technician II	\$7,786	\$5,458	29.89%	\$8,409	\$5,698	32.24%	\$11,977	\$7,856	34.41%	10
Administrative Assistant II	\$5,874	\$4,573	22.16%	\$6,344	\$4,855	23.47%	\$9,855	\$6,629	32.74%	7
Administrative Manager	\$11,884	\$11,410	3.99%	\$12,835	\$12,054	6.08%	\$16,506	\$15,071	8.69%	10
Associate Engineer	\$10,308	\$9,688	6.02%	\$11,133	\$9,984	10.32%	\$14,766	\$12,767	13.54%	8
Chemist II	\$8,265	\$7,663	7.28%	\$8,926	\$7,663	14.15%	\$12,509	\$10,030	19.82%	3
Chief Plant Operator	\$10,707	\$10,805	-0.91%	\$11,564	\$11,285	2.41%	\$15,206	\$13,180	13.32%	4
Customer Service Specialist II	\$7,786	\$5,188	33.37%	\$8,409	\$5,315	36.79%	\$11,977	\$7,783	35.02%	9
Engineering Department Manager	\$14,062	\$14,567	-3.59%	\$15,187	\$14,618	3.75%	\$18,912	\$17,635	6.75%	7
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$8,253	12.88%	\$10,231	\$8,767	14.31%	\$13,843	\$10,400	24.87%	4
General Manager	\$16,805	\$17,859	-6.27%	\$18,149	\$17,859	1.60%	\$21,942	\$20,669	5.80%	9
Human Resources Administrator	\$9,948	\$11,232	-12.91%	\$10,744	\$11,353	-5.67%	\$14,368	\$14,337	0.22%	10
Instrumentation and Electrical Supervisor	\$10,688	\$9,666	9.56%	\$11,543	\$9,878	14.42%	\$15,185	\$12,472	17.87%	4
Instrumentation and Electrical Technician II	\$9,002	\$7,502	16.67%	\$9,722	\$7,504	22.82%	\$13,323	\$10,050	24.57%	6
Information Technology Manager	\$11,884	\$11,809	0.63%	\$12,835	\$12,225	4.75%	\$16,506	\$14,562	11.78%	8
Information Technology Specialist	\$8,568	\$7,899	7.81%	\$9,253	\$8,311	10.18%	\$12,844	\$10,195	20.62%	6
Inventory Control Specialist	\$5,729	\$5,189	9.43%	\$6,187	\$5,401	12.71%	\$9,694	\$7,904	18.46%	4
Laboratory Director	\$10,707	\$9,115	14.87%	\$11,564	\$9,638	16.65%	\$15,206	\$11,275	25.86%	4
Maintenance Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	1
Mechanic II	\$7,036	\$6,195	11.95%	\$7,599	\$6,273	17.45%	\$11,145	\$8,730	21.67%	6
Operations Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	2
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$9,267	Insuff Data	---	\$12,858	Insuff Data	---	2
Operations Supervisor	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	1
Operator III	\$7,769	\$6,954	10.49%	\$8,391	\$7,051	15.97%	\$11,958	\$9,440	21.06%	6
Purchasing Agent	\$6,803	\$5,875	13.63%	\$7,347	\$6,229	15.23%	\$10,886	\$8,794	19.21%	8

Survey Classification	CLASSIC MEMBERS									# of Comparables
	Mean			Total Cash			Total Compensation			
	Base Salary			Total Cash			Total Compensation			
TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean		
Accounting Technician II	\$7,786	\$5,309	31.81%	\$8,409	\$5,541	34.10%	\$11,977	\$8,023	33.01%	10
Administrative Assistant II	\$5,874	\$4,583	21.98%	\$6,344	\$4,794	24.43%	\$9,855	\$6,927	29.71%	7
Administrative Manager	\$11,884	\$11,937	-0.45%	\$12,835	\$12,266	4.43%	\$16,506	\$15,062	8.75%	10
Associate Engineer	\$10,308	\$9,398	8.82%	\$11,133	\$9,800	11.97%	\$14,766	\$12,478	15.50%	8
Chemist II	\$8,265	\$7,528	8.92%	\$8,926	\$7,682	13.94%	\$12,509	\$9,750	22.05%	3
Chief Plant Operator	\$10,707	\$10,690	0.16%	\$11,564	\$11,062	4.34%	\$15,206	\$13,382	12.00%	4
Customer Service Specialist II	\$7,786	\$5,149	33.87%	\$8,409	\$5,385	35.96%	\$11,977	\$7,941	33.70%	9
Engineering Department Manager	\$14,062	\$14,347	-2.02%	\$15,187	\$14,882	2.01%	\$18,912	\$17,689	6.46%	7
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$8,187	13.57%	\$10,231	\$8,500	16.92%	\$13,843	\$10,391	24.94%	4
General Manager	\$16,805	\$18,003	-7.13%	\$18,149	\$18,416	-1.47%	\$21,942	\$21,664	1.27%	9
Human Resources Administrator	\$9,948	\$11,086	-11.44%	\$10,744	\$11,398	-6.09%	\$14,368	\$14,180	1.31%	10
Instrumentation and Electrical Supervisor	\$10,688	\$9,124	14.63%	\$11,543	\$9,486	17.82%	\$15,185	\$11,774	22.46%	4
Instrumentation and Electrical Technician II	\$9,002	\$7,991	11.24%	\$9,722	\$8,307	14.56%	\$13,323	\$10,497	21.21%	6
Information Technology Manager	\$11,884	\$11,718	1.40%	\$12,835	\$12,045	6.16%	\$16,506	\$14,730	10.76%	8
Information Technology Specialist	\$8,568	\$8,133	5.07%	\$9,253	\$8,395	9.27%	\$12,844	\$10,920	14.98%	6
Inventory Control Specialist	\$5,729	\$5,284	7.77%	\$6,187	\$5,534	10.56%	\$9,694	\$8,120	16.24%	4
Laboratory Director	\$10,707	\$8,773	18.06%	\$11,564	\$9,077	21.51%	\$15,206	\$11,504	24.35%	4
Maintenance Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	1
Mechanic II	\$7,036	\$6,122	12.99%	\$7,599	\$6,341	16.56%	\$11,145	\$8,659	22.30%	6
Operations Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	2
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$9,267	Insuff Data	---	\$12,858	Insuff Data	---	2
Operations Supervisor	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	1
Operator III	\$7,769	\$6,831	12.07%	\$8,391	\$7,108	15.29%	\$11,958	\$9,316	22.10%	6
Purchasing Agent	\$6,803	\$5,895	13.35%	\$7,347	\$6,167	16.06%	\$10,886	\$8,633	20.69%	8

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Accounting Technician II	\$6,402	\$7,786	1	8%	\$623	\$0	\$0	\$0	1x payment (not included)	\$8,409	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,977	0%	\$0	\$11,977	1		
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	11	0%	\$0	\$0	\$98	\$0		\$4,023	11	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	11		
City of Roseville	Finance Technician II	\$3,615	\$5,086	8	6.197%	\$315	\$153	\$127	\$0		\$5,681	7	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	9		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Specialist II	\$4,112	\$5,233	7	0%	\$0	\$54	\$250	\$0		\$5,537	8	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	8		
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	10	0%	\$0	\$0	\$0	\$0		\$4,754	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	10		
Incline Village General Improvement District	Payroll Coordinator	\$4,193	\$5,871	3	0%	\$0	\$176	\$0	\$0		\$6,047	3	\$1,266	inc	inc	inc	\$0.43	\$17	\$4	\$449	\$0	\$7,784	0%	\$0	\$7,784	7		
Mammoth Community Water District	No Comparable Class																										Account Clerk II not budgeted	
North Tahoe Public Utility District	Accounting Technician II	\$3,938	\$4,786	9	0%	\$0	\$0	\$0	\$479	10% max	\$5,265	9	\$2,256	inc	inc	inc	\$17	\$57	\$0	\$366	\$0	\$7,960	0.657%	\$31	\$7,929	6		
South Tahoe Public Utility District	Accounting Technician	\$4,478	\$5,715	5	0.055%	\$3	\$0	\$0	\$0		\$5,718	5	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$437	\$117	\$8,947	0%	\$0	\$8,947	4		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	Accounting Assistant II	\$4,372	\$5,684	6	0%	\$0	\$31	\$0	\$0		\$5,715	6	\$42	\$2,076	\$122	\$27	\$7	\$12	\$0	\$435	\$0	\$8,436	2.08%	\$118	\$8,318	5		
Truckee Donner Public Utility District	Account Specialist	\$4,820	\$5,859	4	1.89%	\$111	\$0	\$29	\$0		\$5,999	4	\$0	\$3,081	\$178	\$33	\$43	\$1	\$0	\$448	\$0	\$9,784	0%	\$0	\$9,784	2		
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	8%	\$494	\$0	\$0	\$0		\$6,675	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$9,472	0%	\$0	\$9,472	3		
<i>Labor Market Median</i>		\$5,458																										\$7,856
<i>% TTSA is Above or Below Median</i>		29.89%																										34.41%
<i>Labor Market Mean</i>		\$5,309																										\$8,023
<i>% TTSA is Above or Below Mean</i>		31.81%																										33.01%
<i># Of Comparable Matches</i>		10																										TTSA's rank 100th Percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Assistant II	\$4,830	\$5,874	1	8%	\$470	\$0	\$0	\$0	1x payment (not included)	\$6,344	1	\$83	\$2,942	\$211	\$100	\$31	\$0	\$59	\$85	\$0	\$9,855	0%	\$0	\$9,855	1	
City of Placerville	Office Assistant II	\$2,700	\$3,282	8	0%	\$0	\$0	\$82	\$0		\$3,364	8	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$251	\$0	\$5,850	0%	\$0	\$5,850	8	
City of Roseville	Office Assistant II	\$2,998	\$4,218	7	6.197%	\$261	\$127	\$105	\$0		\$4,711	6	\$1,515	inc	inc	inc	\$13	\$11	\$0	\$61	\$100	\$6,412	6.197%	\$261	\$6,150	7	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Office Assistant II	\$3,593	\$4,573	5	0%	\$0	\$54	\$229	\$0		\$4,855	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$66	\$0	\$6,770	0%	\$0	\$6,770	4	
El Dorado Irrigation District	Administrative Assistant II	\$3,576	\$4,345	6	0%	\$0	\$0	\$0	\$0		\$4,345	7	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$332	\$0	\$6,458	0%	\$0	\$6,458	6	
Incline Village General Improvement District	Receptionist/Senior Administrative Clerk	\$3,450	\$4,830	4	0%	\$0	\$145	\$0	\$0		\$4,975	4	\$1,266	inc	inc	inc	\$0.43	\$14	\$4	\$369	\$0	\$6,629	0%	\$0	\$6,629	5	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Assistant II	\$4,038	\$5,249	3	0%	\$0	\$28	\$0	\$0		\$5,277	3	\$42	\$2,076	\$122	\$27	\$7	\$11	\$0	\$402	\$0	\$7,964	2.08%	\$109	\$7,855	3	
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Administrative Assistant II	\$4,689	\$5,584	2	8%	\$447	\$0	\$0	\$0	1x award (not included)	\$6,031	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$427	\$0	\$8,781	0%	\$0	\$8,781	2	
<i>Labor Market Median</i>		\$4,573																									
% T TSA is Above or Below Median		22.16%																									
<i>Labor Market Mean</i>		\$4,583																									
% T TSA is Above or Below Mean		21.98%																									
# Of Comparable Matches		7																									
											\$4,855												\$6,629				
											23.47%												32.74%				
											\$4,794												\$6,927				
											24.43%												29.71%				
																							T TSA's rank	100th percentile			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Manager	\$10,242	\$11,884	5	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	5	
City of Placerville	No Comparable Class																										Assistant City Manager/Director of Finance
City of Roseville	Finance Manager	\$8,456	\$11,331	7	6.197%	\$702	\$340	\$0	\$0		\$12,373	6	\$1,515	inc	inc	inc	\$34	\$16	\$0	\$164	\$100	\$14,202	6.197%	\$702	\$13,500	8	Division Manager
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Manager	\$7,141	\$10,712	8	0%	\$0	\$0	\$250	\$0		\$10,962	8	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	9	BA
El Dorado Irrigation District	Director of Finance	\$11,804	\$14,347	3	0%	\$0	\$0	\$0	\$0		\$14,347	4	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	4	BA
Incline Village General Improvement District	Controller	\$6,830	\$9,563	10	0%	\$0	\$287	\$0	\$0		\$9,849	10	\$1,266	inc	inc	inc	\$1	\$28	\$4	\$732	\$0	\$11,880	0%	\$0	\$11,880	10	BA
Mammoth Community Water District	Finance Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	3	
North Tahoe Public Utility District	Chief Financial Officer	\$11,894	\$14,457	2	0%	\$0	\$0	\$0	\$0		\$14,457	3	\$125	\$2,231	\$134	\$34	\$17	\$172	\$0	\$896	\$0	\$18,065	0.657%	\$95	\$17,970	2	BA
South Tahoe Public Utility District	Accounting Manager	\$8,192	\$10,455	9	0.055%	\$6	\$0	\$0	\$0		\$10,461	9	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$800	\$184	\$14,175	0%	\$0	\$14,175	7	
Squaw Valley Public Service District	No Comparable Class																										Finance and Administration Manager over Finance, HR, Risk Management
Tahoe City Public Utility District	Accounting Manager	\$6,445	\$8,379	11	0%	\$0	\$45	\$0	\$0		\$8,424	11	\$42	\$2,076	\$122	\$27	\$8	\$18	\$0	\$641	\$0	\$11,358	2.08%	\$174	\$11,184	11	
Truckee Donner Public Utility District	Finance and Accounting Manager	\$9,451	\$11,489	6	1.89%	\$217	\$0	\$29	\$0		\$11,735	7	\$0	\$3,081	\$178	\$33	\$84	\$3	\$0	\$853	\$0	\$15,968	0%	\$0	\$15,968	6	
Truckee Sanitary District	Finance and Administrative Services Manager	\$11,681	\$13,910	4	8%	\$1,113	\$0	\$0	\$0	1x award (not included)	\$15,023	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$888	\$0	\$18,235	0%	\$0	\$18,235	1	BA

<i>Labor Market Median</i>	\$11,410	\$12,054	\$15,071
<i>% TTSA is Above or Below Median</i>	3.99%	6.08%	8.69%
<i>Labor Market Mean</i>	\$11,937	\$12,266	\$15,062
<i>% TTSA is Above or Below Mean</i>	-0.45%	4.43%	8.75%
<i># Of Comparable Matches</i>	10		T TSA's rank 54th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	4	8%	\$825	\$0	\$0	\$0	1x payment (not included)	\$11,133	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$14,766	0%	\$0	\$14,766	1	PE
City of Placerville	Associate Engineer	\$6,600	\$8,022	8	0%	\$0	\$0	\$201	\$0		\$8,223	8	\$0	\$2,048	\$156	\$16	\$14	\$0	\$614	\$0	\$11,071	0%	\$0	\$11,071	8	PE within 1 year	
City of Roseville	Associate Engineer	\$6,451	\$9,077	7	6.197%	\$563	\$272	\$227	\$0	5% PE pay added to base	\$10,139	5	\$1,515	inc	inc	inc	\$27	\$24	\$0	\$132	\$100	\$11,937	6.197%	\$563	\$11,375	7	5% added to base for PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Civil Engineer	\$4,751	\$7,128	9	0%	\$0	\$0	\$250	\$0		\$7,378	9	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	9	PE
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	5	0%	\$0	\$0	\$0	\$0		\$9,828	6	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	6	PE
Incline Village General Improvement District	No Comparable Class																										PE not required
Mammoth Community Water District	No Comparable Class																										PE not required
North Tahoe Public Utility District	No Comparable Class																										PE not required
South Tahoe Public Utility District	Associate Engineer	\$7,480	\$9,547	6	0.055%	\$5	\$0	\$0	\$0		\$9,552	7	\$0	\$2,482	\$142	\$24	\$29	\$31	\$16	\$730	\$168	\$13,174	0%	\$0	\$13,174	5	PE
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	1	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	1	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	2	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	3	0%	\$0	\$56	\$0	\$0		\$10,485	4	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,580	2.08%	\$217	\$13,363	4	PE, D2
Truckee Donner Public Utility District	No Comparable Class																										PE
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	2	8%	\$843	\$0	\$0	\$0	1x award (not included)	\$11,382	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$14,512	0%	\$0	\$14,512	3	PE

<i>Labor Market Median</i>	\$9,688	\$9,984	\$12,767
<i>% TTSA is Above or Below Median</i>	6.02%	10.32%	13.54%
<i>Labor Market Mean</i>	\$9,398	\$9,800	\$12,478
<i>% TTSA is Above or Below Mean</i>	8.82%	11.97%	15.50%
<i># Of Comparable Matches</i>	8		
			TTSA's rank 100th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	1	8%	\$661	\$0	\$0	\$0	1x payment (not included)	\$8,926	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$12,509	0%	\$0	\$12,509	1	CWEA Grade II Laboratory Analyst Certificate
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Technician level
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Chemist II	\$5,224	\$7,836	2	0%	\$0	\$0	\$250	\$0		\$8,086	2	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	2	Water Quality Analyst II
El Dorado Irrigation District	Chemist	\$6,304	\$7,663	3	0%	\$0	\$0	\$0	\$0		\$7,663	3	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$586	\$0	\$10,030	0%	\$0	\$10,030	3	Lab Analyst II
Incline Village General Improvement District	Lab Analyst II	\$5,060	\$7,084	4	0%	\$0	\$213	\$0	\$0		\$7,296	4	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$542	\$0	\$9,130	0%	\$0	\$9,130	4	Lab Analyst II
Mammoth Community Water District	No Comparable Class																										Technician level
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										Technical level
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$7,663								\$7,663															\$10,030	
		<i>% TTSA is Above or Below Median</i>	7.28%								14.15%															19.82%	
		<i>Labor Market Mean</i>	\$7,528								\$7,682															\$9,750	
		<i>% TTSA is Above or Below Mean</i>	8.92%								13.94%															22.05%	
		<i># Of Comparable Matches</i>	3																								TTSA's rank 10th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chief Plant Operator	\$9,227	\$10,707	4	8%	\$857	\$0	\$0	\$0	1x payment (not included)	\$11,564	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,206	0%	\$0	\$15,206	1	Grade V
City of Placerville	No Comparable Class																										
City of Roseville	Wastewater Treatment Plant Chief Operator	\$8,132	\$10,897	2	6.197%	\$675	\$327	\$0	\$0		\$11,899	1	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$158	\$100	\$13,721	6.197%	\$675	\$13,046	4	Grade IV with 1 year; Grade V within 1 year
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Operations Manager	\$7,141	\$10,712	3	0%	\$0	\$0	\$250	\$0		\$10,962	4	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	5	Grade IV
El Dorado Irrigation District	No Comparable Class																										Lead
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	2	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	2	Grade IV
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Chief Plant Operator	\$7,656	\$9,771	5	0.055%	\$5	\$0	\$0	\$0		\$9,776	5	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$747	\$117	\$13,315	0%	\$0	\$13,315	3	Grade V
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
<i>Labor Market Median</i>		\$10,805									\$11,285														\$13,180		
% T TSA is Above or Below Median											2.41%														13.32%		
<i>Labor Market Mean</i>		\$10,690									\$11,062														\$13,382		
% T TSA is Above or Below Mean											4.34%														12.00%		
# Of Comparable Matches		4																								T TSA's rank	100th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Customer Service Specialist II	\$6,402	\$7,786	1	8%	\$623	\$0	\$0	\$0	1x payment (not included)	\$8,409	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,977	0%	\$0	\$11,977	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	10	0%	\$0	\$0	\$98	\$0		\$4,023	10	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	10	Broad class that includes utility billing
City of Roseville	Finance Technician II	\$3,615	\$5,086	7	6.197%	\$315	\$153	\$127	\$0		\$5,681	4	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Customer Services Specialist II	\$4,112	\$5,233	5	0%	\$0	\$54	\$250	\$0		\$5,537	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	7	
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	8	0%	\$0	\$0	\$0	\$0		\$4,754	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	9	
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Account Clerk II not used
North Tahoe Public Utility District	Customer Services Representative II	\$3,836	\$4,663	9	0%	\$0	\$0	\$0	\$466	10% max	\$5,129	8	\$2,256	inc	inc	inc	\$17	\$55	\$0	\$357	\$0	\$7,814	0.657%	\$31	\$7,783	6	
South Tahoe Public Utility District	Customer Services Representative II	\$4,136	\$5,279	4	0.055%	\$3	\$0	\$0	\$0		\$5,282	7	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$404	\$117	\$8,477	0%	\$0	\$8,477	5	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Technician	\$4,641	\$6,034	3	0%	\$0	\$33	\$0	\$0		\$6,067	3	\$42	\$2,076	\$122	\$27	\$8	\$13	\$0	\$462	\$0	\$8,816	2.08%	\$126	\$8,690	4	
Truckee Donner Public Utility District	Customer Service Representative	\$4,267	\$5,188	6	1.89%	\$98	\$0	\$29	\$0		\$5,315	6	\$0	\$3,081	\$178	\$33	\$38	\$1	\$0	\$397	\$0	\$9,044	0%	\$0	\$9,044	3	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	8%	\$494	\$0	\$0	\$0	1x award (not included)	\$6,675	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$9,472	0%	\$0	\$9,472	2	
		Labor Market Median		\$5,188							\$5,315															\$7,783	
		% TTSA is Above or Below Median		33.37%							36.79%															35.02%	
		Labor Market Mean		\$5,149							\$5,385															\$7,941	
		% TTSA is Above or Below Mean		33.87%							35.96%															33.70%	
		# Of Comparable Matches		9																							

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

TTSA's rank 100th percentile

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	6	8%	\$1,125	\$0	\$0	\$0	1x payment (not included)	\$15,187	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$18,912	0%	\$0	\$18,912	3		
City of Placerville	No Comparable Class																										Director of Development Services too broad	
City of Roseville	Engineering Manager	\$9,989	\$13,387	7	6.197%	\$830	\$402	\$0	\$0		\$14,618	5	\$1,515	inc	inc	inc	\$40	\$16	\$0	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	8	Division Manager, PE	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Division Manager level	
El Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	5	0%	\$0	\$0	\$0	\$0		\$14,347	7	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	6	PE	
Incline Village General Improvement District	No Comparable Class																										Division Manager	
Mammoth Community Water District	District Engineer	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	4	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	5	PE: Wastewater Treatment Plant Operator Grade III, Water Treatment Operator Grade T3 and Water Distribution Operator Grade D3 certifications are desirable.	
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager	
South Tahoe Public Utility District	Engineering Department Manager	\$11,413	\$14,567	4	0.055%	\$8	\$0	\$0	\$0		\$14,575	6	\$0	\$2,482	\$142	\$24	\$44	\$47	\$24	\$898	\$256	\$18,492	0%	\$0	\$18,492	4	PE	
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	8	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	8	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	7	PE within 1 year	
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	1	0%	\$0	\$86	\$0	\$0		\$16,084	1	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,310	2.08%	\$333	\$18,977	2	PE	
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	Assistant General Manager/District Engineer	\$12,265	\$14,606	3	8%	\$1,168	\$0	\$0	\$0	1x award (not included)	\$15,774	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$18,997	0%	\$0	\$18,997	1	PE	
	Labor Market Median		\$14,567								\$14,618																	
	% TTSAA is Above or Below Median		-3.59%																									
	Labor Market Mean		\$14,347								\$14,882																	
	% TTSAA is Above or Below Mean		-2.02%																									
	# Of Comparable Matches		7																									
																											TTSAA's rank	63rd percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	1	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	1	
City of Placerville	No Comparable Class																										
City of Roseville	Safety Coordinator	\$6,469	\$8,669	3	6.197%	\$537	\$260	\$0	\$0		\$9,466	2	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$11,247	6.197%	\$537	\$10,710	3	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Safety Coordinator	\$5,224	\$7,836	4	0%	\$0	\$0	\$250	\$0		\$8,086	4	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	4	Occupational Health and Safety (OSHA) 30 certification within 90 days Specific assignments may require possession and maintenance of a valid Nevada Class A CDL driver's license with tanker and combination vehicle endorsements within six (6) months of hire. Certification in one (1) or more of the following areas: Certified Safety Specialist (CSP), Certified Environmental Manager (CEM), Certified Industrial Hygienist (CIH), Occupational Health and Safety Technologist (OHST), Construction Health and Safety Technologist (CHST) within one (1) year. Possess and maintain Incident Command System (ICS) 100/200 within six (6) months of hire and ICS 300 as soon as available.
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	2	0%	\$0	\$0	\$0	\$0		\$9,448	3	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	2	Also works on security
Incline Village General Improvement District	Safety Specialist	\$4,854	\$6,796	5	0%	\$0	\$204	\$0	\$0		\$7,000	5	\$1,266	inc	inc	inc	\$0.43	\$20	\$4	\$520	\$0	\$8,810	0%	\$0	\$8,810	5	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median	\$8,253									\$8,767														\$10,400		
	% TTSA is Above or Below Median	12.88%									14.31%														24.87%		
	Labor Market Mean	\$8,187									\$8,500														\$10,391		
	% TTSA is Above or Below Mean	13.57%									16.92%														24.94%		
	# Of Comparable Matches	4																							T TSA's rank	100th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	7	8%	\$1,344	\$0	\$0	\$0	1x payment (not included)	\$18,149	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$21,942	0%	\$0	\$21,942	5	
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
El Dorado Irrigation District	General Manager	\$14,692	\$17,859	5	0%	\$0	\$0	\$0	\$0		\$17,859	6	\$0	\$1,624	\$136	\$17	\$53	\$0	\$0	\$946	\$0	\$20,634	0%	\$0	\$20,634	7	
Incline Village General Improvement District	General Manager	\$15,416	\$15,416	10	0%	\$0	\$771	\$0	\$0		\$16,187	9	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$910	\$0	\$18,401	0%	\$0	\$18,401	10	Licensure or certification as an engineer, public accountant, or similar pertinent professional field is preferred.
Mammoth Community Water District	General Manager	\$17,167	\$17,167	6	0%	\$0	\$343	\$0	\$0		\$17,510	7	\$0	\$2,096	\$164	\$24	\$53	\$69	DNA	\$249	\$0	\$20,165	0%	\$0	\$20,165	8	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	9	0%	\$0	\$0	\$0	\$0		\$15,417	10	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0.657%	\$101	\$18,949	9	
South Tahoe Public Utility District	General Manager	\$14,849	\$18,952	3	0.055%	\$10	\$0	\$0	\$0		\$18,962	4	\$0	\$2,482	\$142	\$24	\$50	\$57	\$31	\$961	\$334	\$23,043	0%	\$0	\$23,043	3	
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	2	0%	\$0	\$0	\$0	\$0		\$20,166	2	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	2	PE desired
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	4	0%	\$0	\$852	\$0	\$0		\$19,611	3	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$22,876	2.08%	\$390	\$22,486	4	
Truckee Donner Public Utility District	General Manager	\$22,158	\$22,158	1	1.89%	\$419	\$0	\$29	\$0		\$22,606	1	\$0	\$3,081	\$178	\$33	\$163	\$6	\$0	\$1,008	\$0	\$27,075	0%	\$0	\$27,075	1	5% added to base for Water Utility Manager duties
Truckee Sanitary District	General Manager	\$16,134	\$16,134	8	8%	\$1,291	\$0	\$0	\$0	1x award (not included)	\$17,425	8	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$20,669	0%	\$0	\$20,669	6	PE
<i>Labor Market Median</i>			\$17,859								\$17,859														\$20,669		
<i>% TTSA is Above or Below Median</i>			-6.27%								1.60%														5.80%		
<i>Labor Market Mean</i>			\$18,003								\$18,416														\$21,664		
<i>% TTSA is Above or Below Mean</i>			-7.13%								-1.47%														1.27%		
<i># Of Comparable Matches</i>			9																							TTSA's rank	50th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employee (%) (Classic)	Employee's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	9	8%	\$796	\$0	\$0	\$0	1x payment (not included)	\$10,744	9	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$14,368	0%	\$0	\$14,368	5		
City of Placerville	No Comparable Class																										City Clerk/Human Resources Officer	
City of Roseville	Human Resources Manager	\$7,367	\$9,872	10	6.197%	\$612	\$296	\$0	\$0		\$10,780	7	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$143	\$100	\$12,583	6.197%	\$612	\$11,972	10		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Human Resources Manager	\$7,998	\$11,995	3	0%	\$0	\$0	\$250	\$0		\$12,245	2	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	7		
El Dorado Irrigation District	Human Resources Manager	\$9,967	\$12,114	2	0%	\$0	\$0	\$0	\$0		\$12,114	4	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$862	\$0	\$14,757	0%	\$0	\$14,757	4		
Incline Village General Improvement District	Director of Human Resources	\$8,302	\$11,623	4	0%	\$0	\$581	\$0	\$0		\$12,205	3	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	6		
Mammoth Community Water District	Human Resources Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1		
North Tahoe Public Utility District	Human Resources Manager	\$6,572	\$7,988	11	0%	\$0	\$0	\$0	\$0		\$7,988	11	\$125	\$2,231	\$134	\$34	\$17	\$95	\$0	\$611	\$0	\$11,234	0.657%	\$52	\$11,181	11	Does not supervise	
South Tahoe Public Utility District	Human Resources Director	\$9,028	\$11,522	5	0.055%	\$6	\$0	\$0	\$0		\$11,528	5	\$0	\$2,482	\$142	\$24	\$35	\$37	\$19	\$854	\$203	\$15,323	0%	\$0	\$15,323	3	Supervises 1 staff	
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	7	0%	\$0	\$55	\$0	\$0		\$10,177	10	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,247	2.08%	\$211	\$13,037	9		
Truckee Donner Public Utility District	Human Resources and Risk Manager	\$9,002	\$10,942	6	1.89%	\$207	\$0	\$29	\$0		\$11,178	6	\$0	\$3,081	\$178	\$33	\$80	\$3	\$0	\$837	\$0	\$15,390	0%	\$0	\$15,390	2		
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	8	8%	\$796	\$0	\$0	\$0	1x award (not included)	\$10,745	8	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,830	0%	\$0	\$13,830	8		
<i>Labor Market Median</i>		\$11,232																										\$14,337
% TTSA is Above or Below Median																												0.22%
<i>Labor Market Mean</i>		\$11,086																										\$14,180
% TTSA is Above or Below Mean																												1.31%
# Of Comparable Matches		10																										TTSA's rank 55th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	1	8%	\$855	\$0	\$0	\$0	1x payment (not included)	\$11,543	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,185	0%	\$0	\$15,185	1	Electrical Instrumentation Technology Grade IV
City of Placerville	No Comparable Class																										
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	3	6.197%	\$627	\$304	\$0	\$0		\$11,052	2	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$147	\$100	\$12,860	6.197%	\$627	\$12,233	4	Over mechanical/electrical
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	5	0%	\$0	\$54	\$250	\$0		\$7,135	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	5	Plant Maintenance Technoloaist III
El Dorado Irrigation District	No Comparable Class																										Engineer
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Plant Technician Instrumentation Supervisor	\$6,861	\$10,334	2	0%	\$0	\$207	\$0	\$0		\$10,541	3	\$0	\$2,096	\$164	\$24	\$53	\$41	DNA	\$150	\$0	\$13,070	0%	\$0	\$13,070	2	Plant Maintenance Mechanical Technologist of Plant Instrumentation Technician; Water Distribution Operator cert
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$7,217	\$9,211	4	0.055%	\$5	\$0	\$0	\$0		\$9,216	4	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$705	\$117	\$12,712	0%	\$0	\$12,712	3	Electrical/Instrumentation Technician Grade II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median	\$9,666									\$9,878														\$12,472		
	% TTSA is Above or Below Median	9.56%									14.42%														17.87%		
	Labor Market Mean	\$9,124									\$9,486														\$11,774		
	% TTSA is Above or Below Mean	14.63%									17.82%														22.46%		
	# Of Comparable Matches	4																									TTSA's rank 100h percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	2	8%	\$720	\$0	\$0	\$0	1x payment (not included)	\$9,722	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$13,323	0%	\$0	\$13,323	2	Electrical Instrumentation Technology Grade II
City of Placerville	No Comparable Class																										
City of Roseville	Instrumentation and Control Technician	\$8,499	\$11,959	1	6.197%	\$741	\$459	\$0	\$0		\$13,159	1	\$1,515	inc	inc	inc	\$36	\$25	\$0	\$173	\$100	\$15,008	6.197%	\$741	\$14,267	1	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Electrician/Instrumentation Technician II	\$4,444	\$5,656	7	0%	\$0	\$54	\$250	\$0		\$5,960	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	7	
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	5	0%	\$0	\$0	\$0	\$0		\$7,289	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	6	CWEA Grade II PM Electrical/Instrumentation
Incline Village General Improvement District	Senior Electrician/Instrumentation	\$5,886	\$8,240	3	0%	\$0	\$247	\$0	\$0		\$8,487	3	\$1,266	inc	inc	inc	\$0.43	\$24	\$4	\$630	\$0	\$10,412	0%	\$0	\$10,412	4	Electrical and Instrumentation Technician II
Mammoth Community Water District	Instrumentation Technician	\$4,959	\$7,086	6	0%	\$0	\$142	\$0	\$0		\$7,228	6	\$0	\$2,096	\$164	\$24	\$45	\$28	DNA	\$103	\$0	\$9,688	0%	\$0	\$9,688	5	Also inspects backflow devices; Backflow Prevention Tester certification
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$6,044	\$7,714	4	0.055%	\$4	\$0	\$0	\$0		\$7,718	4	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$590	\$117	\$11,100	0%	\$0	\$11,100	3	Electrical and Instrumentation Technician II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$7,502	\$7,504	\$10,050
% TTSA is Above or Below Median	16.67%	22.82%	24.57%
Labor Market Mean	\$7,991	\$8,307	\$10,497
% TTSA is Above or Below Mean	11.24%	14.56%	21.21%
# Of Comparable Matches	6		TTSA's rank 71st percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	5	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	3	
City of Placerville	Director of Information Technology	\$5,661	\$6,881	9	0%	\$0	\$0	\$172	\$0		\$7,053	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$526	\$0	\$9,814	0%	\$0	\$9,814	9	
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	7	6.197%	\$687	\$332	\$0	\$0		\$12,100	7	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$161	\$100	\$13,925	6.197%	\$687	\$13,238	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Information Technology	\$7,998	\$11,995	4	0%	\$0	\$0	\$250	\$0		\$12,245	5	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	7	
El Dorado Irrigation District	Director of Information Technology	\$10,268	\$12,482	3	0%	\$0	\$0	\$0	\$0		\$12,482	4	\$0	\$1,624	\$136	\$17	\$45	\$0	\$0	\$868	\$0	\$15,172	0%	\$0	\$15,172	4	
Incline Village General Improvement District	Director of Information Technology	\$8,302	\$11,623	6	0%	\$0	\$581	\$0	\$0		\$12,205	6	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	6	
Mammoth Community Water District	Information Systems Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Information Technology Manager	\$8,607	\$10,985	8	0.055%	\$6	\$0	\$0	\$0		\$10,991	8	\$0	\$2,482	\$142	\$24	\$33	\$36	\$18	\$840	\$193	\$14,759	0%	\$0	\$14,759	5	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Information Technology Director-CIO	\$11,489	\$13,964	2	1.89%	\$264	\$0	\$29	\$0		\$14,257	2	\$0	\$3,081	\$178	\$33	\$103	\$4	\$0	\$889	\$0	\$18,545	0%	\$0	\$18,545	1	
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	\$11,809									\$12,225													\$14,562		
		% TTSA is Above or Below Median	0.63%									4.75%													11.78%		
		Labor Market Mean	\$11,718									\$12,045													\$14,730		
		% TTSA is Above or Below Mean	1.40%									6.16%													10.76%		
		# Of Comparable Matches	8																								
																									TTSA's rank	67th percentile	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	2	8%	\$685	\$0	\$0	\$0	1x payment (not included)	\$9,253	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,844	0%	\$0	\$12,844	2	
City of Placerville	No Comparable Class																										IT Analyst- AA, No SCADA
City of Roseville	Information Technology Analyst II	\$5,329	\$7,498	5	6.197%	\$465	\$225	\$187	\$0		\$8,375	3	\$1,515	inc	inc	inc	\$22	\$20	\$0	\$109	\$100	\$10,141	6.197%	\$465	\$9,677	5	No SCADA
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Systems Analyst II	\$4,751	\$7,128	7	0%	\$0	\$0	\$250	\$0		\$7,378	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	6	
El Dorado Irrigation District	Information Technology Analyst II	\$6,828	\$8,299	4	0%	\$0	\$0	\$0	\$0		\$8,299	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$635	\$0	\$10,714	0%	\$0	\$10,714	4	No SCADA
Incline Village General Improvement District	Information Technology Network Administrator	\$5,097	\$7,136	6	0%	\$0	\$214	\$0	\$0		\$7,350	7	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$546	\$0	\$9,187	0%	\$0	\$9,187	7	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Network/Telecommunications Systems Administrator II	\$6,518	\$8,319	3	0.055%	\$5	\$0	\$0	\$0		\$8,324	4	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$636	\$117	\$11,751	0%	\$0	\$11,751	3	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	IT/SCADA Engineer	\$8,573	\$10,421	1	1.89%	\$197	\$0	\$29	\$0		\$10,647	1	\$0	\$3,081	\$178	\$33	\$77	\$3	\$0	\$797	\$0	\$14,816	0%	\$0	\$14,816	1	
Truckee Sanitary District	No Comparable Class																										GIS/IT Specialist

<i>Labor Market Median</i>	\$7,899	\$8,311	\$10,195
<i>% TTSA is Above or Below Median</i>	7.81%	10.18%	20.62%
<i>Labor Market Mean</i>	\$8,133	\$8,395	\$10,920
<i>% TTSA is Above or Below Mean</i>	5.07%	9.27%	14.98%
<i># Of Comparable Matches</i>	6		TTSA's rank 71st percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	2	8%	\$458	\$0	\$0	\$0	1x payment (not included)	\$6,187	1	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,694	0%	\$0	\$9,694	2	
City of Placerville	No Comparable Class																										
City of Roseville	Warehouse Worker II	\$3,378	\$4,754	5	6.197%	\$295	\$143	\$119	\$0		\$5,310	4	\$1,515	inc	inc	inc	\$14	\$13	\$0	\$69	\$100	\$7,021	6.197%	\$295	\$6,726	5	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Warehouse Technician	\$3,841	\$4,888	4	0%	\$0	\$54	\$244	\$0		\$5,187	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$71	\$0	\$7,105	0%	\$0	\$7,105	4	
El Dorado Irrigation District	No Comparable Class																										Materials Technician help with specs
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Shipping and Receiving Clerk	\$4,301	\$5,489	3	0.055%	\$3	\$0	\$0	\$0		\$5,492	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$420	\$117	\$8,703	0%	\$0	\$8,703	3	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Warehouse/Utility Worker	\$4,940	\$6,004	1	1.89%	\$113	\$0	\$29	\$0		\$6,147	2	\$0	\$3,081	\$178	\$33	\$44	\$2	\$0	\$459	\$0	\$9,944	0%	\$0	\$9,944	1	
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$5,189									\$5,401													\$7,904		
		<i>% TTSA is Above or Below Median</i>	9.43%									12.71%													18.46%		
		<i>Labor Market Mean</i>	\$5,284									\$5,534													\$8,120		
		<i>% TTSA is Above or Below Mean</i>	7.77%									10.56%													16.24%		
		<i># Of Comparable Matches</i>	4																							TTSA's rank 60th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	1	8%	\$857	\$0	\$0	\$0	1x payment (not included)	\$11,564	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,206	0%	\$0	\$15,206	1	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.
City of Placerville	Lab Director	\$5,339	\$6,489	5	0%	\$0	\$0	\$162	\$0		\$6,651	5	\$0	\$2,048	\$156	\$16	\$14	\$0	\$496	\$0	\$9,382	0%	\$0	\$9,382	5	Lab Analyst II cert	
City of Roseville	Water Quality Lab Supervisor	\$6,468	\$8,668	4	6.197%	\$537	\$260	\$0	\$0		\$9,465	4	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$11,246	6.197%	\$537	\$10,709	4	Lab Analyst II cert
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Lab Manager	\$6,374	\$9,561	3	0%	\$0	\$0	\$250	\$0		\$9,811	3	\$1,848	inc	inc	inc	inc	\$43	\$0	\$139	\$0	\$11,841	0%	\$0	\$11,841	3	Wastewater Quality Analyst IV within 9 months
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Lab Technician reports to Water/Wastewater Operations Supervisor
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Lab Director	\$8,128	\$10,374	2	0.055%	\$6	\$0	\$0	\$0		\$10,380	2	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$794	\$183	\$14,085	0%	\$0	\$14,085	2	Lab Technologist III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$9,115								\$9,638														\$11,275		
		<i>% T TSA is Above or Below Median</i>	14.87%								16.65%														25.86%		
		<i>Labor Market Mean</i>	\$8,773								\$9,077														\$11,504		
		<i>% T TSA is Above or Below Mean</i>	18.06%								21.51%														24.35%		
		<i># Of Comparable Matches</i>	4																								T TSA's rank 100th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	2	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	2	Grade IV Mechanical Technologist
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Wastewater Utility Manager over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Water and Wastewater Maintenance Superintendent	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,095	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1	
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% T TSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% T TSA is Above or Below Mean		---								---																	
# Of Comparable Matches		1																									

Data effective as of 5.1.2019

T TSA's rank Insuff Data

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	1	8%	\$563	\$0	\$0	\$0	1x payment (not included)	\$7,599	2	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$11,145	0%	\$0	\$11,145	1	Grade II Mechanical Technologist
City of Placerville	Senior Maintenance Mechanic	\$5,126	\$6,231	4	0%	\$0	\$0	\$156	\$0		\$6,387	4	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$477	\$0	\$9,098	0%	\$0	\$9,098	3	Possession of the California Water Environment Association (CWEA) Laboratory Analyst Grade II certificate.
City of Roseville	Plant and Equipment Mechanic II	\$4,964	\$6,985	2	6.197%	\$433	\$310	\$0	\$0		\$7,727	1	\$1,515	inc	inc	inc	\$21	\$17	\$0	\$101	\$100	\$9,482	6.197%	\$433	\$9,049	4	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Mechanic II	\$4,444	\$5,656	6	0%	\$0	\$54	\$250	\$0		\$5,960	6	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	6	Grade II Plant Maintenance Technologist within 2 years
El Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	5	0%	\$0	\$0	\$0	\$0		\$6,159	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	5	CWEA Plant Maintenance Grade I
Incline Village General Improvement District	No Comparable Class																										split between several classifications
Mammoth Community Water District	Mechanical Maintenance Worker II	\$3,864	\$5,304	7	0%	\$0	\$106	\$0	\$0		\$5,410	7	\$0	\$2,096	\$164	\$24	\$34	\$21	DNA	\$77	\$0	\$7,826	0%	\$0	\$7,826	7	Grade II Collection Maintenance Technician or Grade II Water Distribution Operator
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$5,012	\$6,397	3	0.055%	\$4	\$0	\$0	\$0		\$6,401	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$489	\$117	\$9,681	0%	\$0	\$9,681	2	Maintenance Mechanical Technologist II
Sawaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$6,195								\$6,273														\$8,730		
		<i>% TTSA is Above or Below Median</i>	11.95%								17.45%														21.67%		
		<i>Labor Market Mean</i>	\$6,122								\$6,341														\$8,659		
		<i>% TTSA is Above or Below Mean</i>	12.99%								16.56%														22.30%		
		<i># Of Comparable Matches</i>	6																								TTSA's rank 100th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	3	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	2	Grade V	
City of Placerville	No Comparable Class																											Wastewater Utility Manager over operations and maintenance
City of Roseville	No Comparable Class																											Treatment Plant Manager is over a division within community services and is over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																											Director of Operations over drinking water, wastewater and hydro
El Dorado Irrigation District	No Comparable Class																											Director of Public Works over utilities, engineering, buildings, fleet and resource conservation
Incline Village General Improvement District	No Comparable Class																											Over water and wastewater. Possession of the appropriate certification issued by the California Department of Health Services and the State Water Resources Control Board.
Mammoth Community Water District	Water and Wastewater Operations Superintendent	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1	Engineering and Operations Manager	
North Tahoe Public Utility District	No Comparable Class																											Over operations and maintenance. Possession of a California Wastewater Grade V State Certification is required within 18 months of appointment.
South Tahoe Public Utility District	Manager of Plant Operations	\$9,556	\$12,196	2	0.055%	\$7	\$0	\$0	\$0		\$12,203	3	\$0	\$2,482	\$142	\$24	\$37	\$40	\$20	\$863	\$215	\$16,025	0%	\$0	\$16,025	3		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											

Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Median	---	---	---
Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Mean	---	---	---
# Of Comparable Matches	2	TTSA's rank	Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	1	8%	\$686	\$0	\$0	\$0	1x payment (not included)	\$9,267	1	\$63	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,858	0%	\$0	\$12,858	1	Grade III
City of Placerville	No Comparable Class																										Over operations and maintenance
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	3	0%	\$0	\$54	\$250	\$0		\$7,135	3	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	3	Grade III
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operations Supervisor	\$6,365	\$8,124	2	0.055%	\$4	\$0	\$0	\$0		\$8,128	2	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$621	\$117	\$11,541	0%	\$0	\$11,541	2	assigned to a shift; Grade IV
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median		Insuff Data						Insuff Data																	
		% TTSAA is Above or Below Median		---						---																	
		Labor Market Mean		Insuff Data						Insuff Data																	
		% TTSAA is Above or Below Mean		---						---																	
		# Of Comparable Matches		2																		TTSAA's rank		Insuff Data			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	2	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	2	Grade IV
City of Placerville	No Comparable Class																										Over operations and maintenance of plant and collection system
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Over operations and maintenance
Incline Village General Improvement District	No Comparable Class																										Over operations and maintenance
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	1	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	1	Grade IV
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median			Insuff Data						Insuff Data																	
	% TTSA is Above or Below Median			---						---																	
	Labor Market Mean			Insuff Data						Insuff Data																	
	% TTSA is Above or Below Mean			---						---																	
	# Of Comparable Matches			1																							
																						TTSA's rank		Insuff Data			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operator III	\$6,696	\$7,769	1	8%	\$622	\$0	\$0	\$0	1x payment (not included)	\$8,391	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,958	0%	\$0	\$11,958	1	Grade III
City of Placerville	No Comparable Class																										Operator III is a supervisor
City of Roseville	Wastewater Treatment Plant Operator Grade III	\$4,754	\$6,689	6	6.197%	\$415	\$201	\$167	\$201	3% max cert pay	\$7,672	3	\$1,515	inc	inc	inc	\$20	\$18	\$0	\$97	\$100	\$9,422	6.197%	\$415	\$9,008	6	24 hour salary used; Grade III
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Wastewater Plant Operator III	\$4,444	\$5,656	7	0%	\$0	\$54	\$250	\$0		\$5,960	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	7	Grade III
El Dorado Irrigation District	Wastewater Treatment Plant Operator III	\$5,821	\$7,074	3	0%	\$0	\$0	\$0	\$0		\$7,074	4	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$541	\$0	\$9,395	0%	\$0	\$9,395	5	Grade III
Incline Village General Improvement District	Water/Wastewater Operator III	\$5,471	\$7,660	2	0%	\$0	\$230	\$0	\$0		\$7,890	2	\$1,266	inc	inc	inc	\$0.43	\$22	\$4	\$586	\$0	\$9,769	0%	\$0	\$9,769	3	Grade III Water Treatment and Grade III Wastewater Treatment certification from State of Nevada Division of Environmental Protection (NDEP).
Mammoth Community Water District	Water/Wastewater Treatment Plant Operator III	\$5,122	\$6,890	5	0%	\$0	\$138	\$0	\$0		\$7,028	5	\$0	\$2,096	\$164	\$24	\$44	\$28	DNA	\$100	\$0	\$9,484	0%	\$0	\$9,484	4	Grade III and Grade III Water Treatment Operator
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operator III	\$5,499	\$7,018	4	0.055%	\$4	\$0	\$0	\$0		\$7,022	6	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$537	\$117	\$10,350	0%	\$0	\$10,350	2	Grade III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	\$6,954											\$7,051											\$9,440		
		% T TSA is Above or Below Median	10.49%											15.97%											21.06%		
		Labor Market Mean	\$6,831											\$7,108											\$9,316		
		% T TSA is Above or Below Mean	12.07%											15.29%											22.10%		
		# Of Comparable Matches	6																							T TSA's rank 100th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Purchasing Agent	\$5,593	\$6,803	2	8%	\$544	\$0	\$0	\$0	1x payment (not included)	\$7,347	1	\$83	\$2,942	\$211	\$100	\$36	\$0	\$68	\$99	\$0	\$10,886	0%	\$0	\$10,886	2	
City of Placerville	No Comparable Class																										
City of Roseville	Administrative Technician	\$3,872	\$5,448	7	6.197%	\$338	\$163	\$136	\$0		\$6,085	6	\$1,515	inc	inc	inc	\$16	\$15	\$0	\$79	\$100	\$7,810	6.197%	\$338	\$7,473	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
El Dorado Irrigation District	Administrative Technician	\$4,449	\$5,410	8	0%	\$0	\$0	\$0	\$0		\$5,410	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$414	\$0	\$7,604	0%	\$0	\$7,604	7	
Incline Village General Improvement District	Administrative Technician	\$3,129	\$4,381	9	0%	\$0	\$131	\$0	\$0		\$4,512	9	\$1,266	inc	inc	inc	\$0.43	\$13	\$4	\$335	\$0	\$6,131	0%	\$0	\$6,131	9	
Mammoth Community Water District	Purchasing Agent	\$4,358	\$6,247	5	0%	\$0	\$125	\$0	\$0		\$6,372	5	\$0	\$2,096	\$164	\$24	\$40	\$25	DNA	\$91	\$0	\$8,812	0%	\$0	\$8,812	5	
North Tahoe Public Utility District	Purchasing Technician II	\$4,528	\$5,504	6	0%	\$0	\$0	\$0	\$550	10% max	\$6,054	7	\$2,256	inc	inc	inc	\$17	\$65	\$0	\$421	\$0	\$8,813	0.657%	\$36	\$8,777	6	
South Tahoe Public Utility District	No Comparable Class																										Purchasing Agent requires BA
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Technician	\$4,878	\$6,341	4	0%	\$0	\$34	\$0	\$0		\$6,375	4	\$42	\$2,076	\$122	\$27	\$8	\$14	\$0	\$485	\$0	\$9,149	2.08%	\$132	\$9,017	4	
Truckee Donner Public Utility District	Buyer/Clerk	\$5,862	\$7,126	1	1.89%	\$135	\$0	\$29	\$0		\$7,290	2	\$0	\$3,081	\$178	\$33	\$52	\$2	\$0	\$545	\$0	\$11,181	0%	\$0	\$11,181	1	
Truckee Sanitary District	Administrative Specialist	\$5,627	\$6,701	3	8%	\$536	\$0	\$0	\$0	1x award (not included)	\$7,237	3	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$513	\$0	\$10,073	0%	\$0	\$10,073	3	
<i>Labor Market Median</i>		\$5,875																									
<i>% TTSA is Above or Below Median</i>		13.63%																									
<i>Labor Market Mean</i>		\$5,895																									
<i>% TTSA is Above or Below Mean</i>		13.35%																									
<i># Of Comparable Matches</i>		8																									

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

TTSA's rank 78th percentile

Survey Agencies

Byrce Consulting, Inc. List

PEPRA Members

Survey Classification	PEPRA Employees									# of Comparables
	MEDIAN			MEDIAN			MEDIAN			
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Median Base Salary	% TTSA Is Above or Below Labor Market Median	TTSA Total Cash	Labor Market Median Total Cash	% TTSA Is Above or Below Labor Market Median	TTSA Total Compensation	Labor Market Median Total Compensation	% TTSA Is Above or Below Labor Market Median	
Accounting Technician II	\$7,786	\$5,458	29.89%	\$7,786	\$5,626	27.74%	\$11,354	\$7,837	30.98%	10
Administrative Assistant II	\$5,874	\$4,573	22.16%	\$5,874	\$4,855	17.34%	\$9,385	\$6,629	29.37%	7
Administrative Manager	\$11,884	\$11,410	3.99%	\$11,884	\$11,703	1.52%	\$15,556	\$15,069	3.13%	10
Associate Engineer	\$10,308	\$9,688	6.02%	\$10,308	\$9,702	5.88%	\$13,941	\$12,764	8.44%	8
Chemist II	\$8,265	\$7,663	7.28%	\$8,265	\$7,663	7.28%	\$11,848	\$10,030	15.34%	3
Chief Plant Operator	\$10,707	\$10,805	-0.91%	\$10,707	\$11,093	-3.60%	\$14,350	\$13,178	8.17%	4
Customer Service Specialist II	\$7,786	\$5,188	33.37%	\$7,786	\$5,315	31.74%	\$11,354	\$7,745	31.79%	9
Engineering Department Manager	\$14,062	\$14,567	-3.59%	\$14,062	\$14,567	-3.59%	\$17,787	\$17,635	0.86%	7
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$8,253	12.88%	\$9,473	\$8,508	10.19%	\$13,085	\$10,400	20.52%	4
General Manager	\$16,805	\$17,859	-6.27%	\$16,805	\$17,859	-6.27%	\$20,597	\$20,634	-0.18%	9
Human Resources Administrator	\$9,948	\$11,232	-12.91%	\$9,948	\$11,350	-14.09%	\$13,572	\$14,337	-5.63%	10
Instrumentation and Electrical Supervisor	\$10,688	\$9,666	9.56%	\$10,688	\$9,818	8.14%	\$14,330	\$12,470	12.98%	4
Instrumentation and Electrical Technician II	\$9,002	\$7,502	16.67%	\$9,002	\$7,502	16.67%	\$12,603	\$10,050	20.25%	6
Information Technology Manager	\$11,884	\$11,809	0.63%	\$11,884	\$12,225	-2.87%	\$15,556	\$14,559	6.41%	8
Information Technology Specialist	\$8,568	\$7,899	7.81%	\$8,568	\$8,105	5.41%	\$12,158	\$10,195	16.14%	6
Inventory Control Specialist	\$5,729	\$5,189	9.43%	\$5,729	\$5,338	6.83%	\$9,236	\$7,903	14.43%	4
Laboratory Director	\$10,707	\$9,115	14.87%	\$10,707	\$9,370	12.49%	\$14,350	\$11,275	21.43%	4
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	1
Mechanic II	\$7,036	\$6,195	11.95%	\$7,036	\$6,273	10.85%	\$10,582	\$8,730	17.50%	6
Operations Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	2
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$8,581	Insuff Data	---	\$12,172	Insuff Data	---	2
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	1
Operator III	\$7,769	\$6,954	10.49%	\$7,769	\$7,051	9.24%	\$11,337	\$9,440	16.73%	6
Purchasing Agent	\$6,803	\$5,847	14.05%	\$6,803	\$6,176	9.22%	\$10,342	\$8,772	15.18%	8

Survey Classification	PEPRA Employees									# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean	
Accounting Technician II	\$7,786	\$5,303	31.89%	\$7,786	\$5,462	29.85%	\$11,354	\$7,990	29.63%	10
Administrative Assistant II	\$5,874	\$4,583	21.98%	\$5,874	\$4,704	19.92%	\$9,385	\$6,890	26.59%	7
Administrative Manager	\$11,884	\$11,919	-0.30%	\$11,884	\$12,078	-1.63%	\$15,556	\$14,971	3.75%	10
Associate Engineer	\$10,308	\$9,398	8.82%	\$10,308	\$9,643	6.45%	\$13,941	\$12,418	10.93%	8
Chemist II	\$8,265	\$7,528	8.92%	\$8,265	\$7,682	7.05%	\$11,848	\$9,750	17.70%	3
Chief Plant Operator	\$10,707	\$10,690	0.16%	\$10,707	\$10,891	-1.72%	\$14,350	\$13,380	6.76%	4
Customer Service Specialist II	\$7,786	\$5,143	33.95%	\$7,786	\$5,297	31.96%	\$11,354	\$7,905	30.38%	9
Engineering Department Manager	\$14,062	\$14,347	-2.02%	\$14,062	\$14,629	-4.03%	\$17,787	\$17,602	1.04%	7
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$8,187	13.57%	\$9,473	\$8,366	11.69%	\$13,085	\$10,391	20.60%	4
General Manager	\$16,805	\$18,003	-7.13%	\$16,805	\$18,302	-8.91%	\$20,597	\$21,604	-4.89%	9
Human Resources Administrator	\$9,948	\$11,076	-11.34%	\$9,948	\$11,262	-13.21%	\$13,572	\$14,130	-4.11%	10
Instrumentation and Electrical Supervisor	\$10,688	\$9,124	14.63%	\$10,688	\$9,328	12.73%	\$14,330	\$11,773	17.85%	4
Instrumentation and Electrical Technician II	\$9,002	\$7,991	11.24%	\$9,002	\$8,183	9.10%	\$12,603	\$10,497	16.71%	6
Information Technology Manager	\$11,884	\$11,718	1.40%	\$11,884	\$11,958	-0.62%	\$15,556	\$14,729	5.31%	8
Information Technology Specialist	\$8,568	\$8,133	5.07%	\$8,568	\$8,317	2.93%	\$12,158	\$10,919	10.19%	6
Inventory Control Specialist	\$5,729	\$5,284	7.77%	\$5,729	\$5,459	4.70%	\$9,236	\$8,119	12.09%	4
Laboratory Director	\$10,707	\$8,773	18.06%	\$10,707	\$8,941	16.49%	\$14,350	\$11,503	19.84%	4
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	1
Mechanic II	\$7,036	\$6,122	12.99%	\$7,036	\$6,268	10.92%	\$10,582	\$8,659	18.17%	6
Operations Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	2
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$8,581	Insuff Data	---	\$12,172	Insuff Data	---	2
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	1
Operator III	\$7,769	\$6,831	12.07%	\$7,769	\$7,038	9.41%	\$11,337	\$9,315	17.83%	6
Purchasing Agent	\$6,803	\$5,886	13.48%	\$6,803	\$6,060	10.92%	\$10,342	\$8,589	16.95%	8

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Accounting Technician II	\$6,402	\$7,786	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	11	0%	\$0	\$0	\$98	\$0		\$4,023	11	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	11	
City of Roseville	Finance Technician II	\$3,615	\$5,086	8	0%	\$0	\$153	\$127	\$0		\$5,366	8	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,083	0%	\$0	\$7,083	9	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Specialist II	\$4,112	\$5,233	7	0%	\$0	\$54	\$250	\$0		\$5,537	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	8	
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	9	0%	\$0	\$0	\$0	\$0		\$4,754	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	10	
Incline Village General Improvement District	Payroll Coordinator	\$4,193	\$5,871	3	0%	\$0	\$176	\$0	\$0		\$6,047	3	\$1,266	inc	inc	inc	\$0.43	\$17	\$4	\$449	\$0	\$7,784	0%	\$0	\$7,784	7	
Mammoth Community Water District	No Comparable Class																										Account Clerk II not budgeted
North Tahoe Public Utility District	Accounting Technician II	\$3,889	\$4,727	10	0%	\$0	\$0	\$0	\$473	10% max	\$5,199	9	\$2,256	inc	inc	inc	\$17	\$56	\$0	\$362	\$0	\$7,890	0%	\$0	\$7,890	6	
South Tahoe Public Utility District	Accounting Technician	\$4,478	\$5,715	5	0%	\$0	\$0	\$0	\$0		\$5,715	6	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$437	\$117	\$8,944	0%	\$0	\$8,944	4	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Assistant II	\$4,372	\$5,684	6	0%	\$0	\$114	\$0	\$0		\$5,798	5	\$42	\$2,076	\$122	\$27	\$7	\$12	\$0	\$435	\$0	\$8,519	0%	\$0	\$8,519	5	
Truckee Donner Public Utility District	Account Specialist	\$4,820	\$5,859	4	1.89%	\$111	\$0	\$29	\$0		\$5,999	4	\$0	\$3,081	\$178	\$33	\$43	\$1	\$0	\$448	\$0	\$9,784	0%	\$0	\$9,784	2	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	3	
<i>Labor Market Median</i>		\$5,458									\$5,626														\$7,837		
<i>% TTSA is Above or Below Median</i>		29.89%									27.74%														30.98%		
<i>Labor Market Mean</i>		\$5,303									\$5,462														\$7,990		
<i>% TTSA is Above or Below Mean</i>		31.89%									29.85%														29.63%		
<i># Of Comparable Matches</i>		10																									TTSA's Rank 100th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Assistant II	\$4,830	\$5,874	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,874	1	\$83	\$2,942	\$211	\$100	\$31	\$0	\$59	\$85	\$0	\$9,385	0%	\$0	\$9,385	1	
City of Placerville	Office Assistant II	\$2,700	\$3,282	8	0%	\$0	\$0	\$82	\$0		\$3,364	8	\$0	\$2,048	\$156	\$16	\$14	\$0	\$251	\$0	\$251	\$5,850	0%	\$0	\$5,850	8	
City of Roseville	Office Assistant II	\$2,998	\$4,218	7	0%	\$0	\$127	\$105	\$0		\$4,450	6	\$1,515	inc	inc	inc	\$13	\$11	\$0	\$61	\$100	\$6,150	0%	\$0	\$6,150	7	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Office Assistant II	\$3,593	\$4,573	5	0%	\$0	\$54	\$229	\$0		\$4,855	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$66	\$0	\$6,770	0%	\$0	\$6,770	4	
El Dorado Irrigation District	Administrative Assistant II	\$3,576	\$4,345	6	0%	\$0	\$0	\$0	\$0		\$4,345	7	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$332	\$0	\$6,458	0%	\$0	\$6,458	6	
Incline Village General Improvement District	Receptionist/Senior Administrative Clerk	\$3,450	\$4,830	4	0%	\$0	\$145	\$0	\$0		\$4,975	4	\$1,266	inc	inc	inc	\$0.43	\$14	\$4	\$369	\$0	\$6,629	0%	\$0	\$6,629	5	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Assistant II	\$4,038	\$5,249	3	0%	\$0	\$105	\$0	\$0		\$5,354	3	\$42	\$2,076	\$122	\$27	\$7	\$11	\$0	\$402	\$0	\$8,040	0%	\$0	\$8,040	3	
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Administrative Assistant II	\$4,689	\$5,584	2	0%	\$0	\$0	\$0	\$0		\$5,584	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$427	\$0	\$8,335	0%	\$0	\$8,335	2	

<i>Labor Market Median</i>	\$4,573										\$4,855														\$6,629	
<i>% TTSA is Above or Below Median</i>	22.16%																									29.37%
<i>Labor Market Mean</i>	\$4,583										\$4,704															\$6,890
<i>% TTSA is Above or Below Mean</i>	21.98%																									26.59%
<i># Of Comparable Matches</i>	7																									TTSA's Rank 100th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Manager	\$10,242	\$11,884	5	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	6	
City of Placerville	No Comparable Class																										Assistant City Manager/Director of Finance
City of Roseville	Finance Manager	\$8,456	\$11,331	7	0%	\$0	\$340	\$0	\$0		\$11,671	7	\$1,515	inc	inc	inc	\$34	\$16	\$0	\$164	\$100	\$13,500	0%	\$0	\$13,500	8	Division Manager
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Manager	\$7,141	\$10,712	8	0%	\$0	\$0	\$250	\$0		\$10,962	8	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	9	BA
El Dorado Irrigation District	Director of Finance	\$11,804	\$14,347	2	0%	\$0	\$0	\$0	\$0		\$14,347	2	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	4	BA
Incline Village General Improvement District	Controller	\$6,830	\$9,563	10	0%	\$0	\$287	\$0	\$0		\$9,849	10	\$1,266	inc	inc	inc	\$1	\$28	\$4	\$732	\$0	\$11,880	0%	\$0	\$11,880	10	BA
Mammoth Community Water District	Finance Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	
North Tahoe Public Utility District	Chief Financial Officer	\$11,747	\$14,278	3	0%	\$0	\$0	\$0	\$0		\$14,278	3	\$125	\$2,231	\$134	\$34	\$17	\$170	\$0	\$894	\$0	\$17,881	0%	\$0	\$17,881	1	BA
South Tahoe Public Utility District	Accounting Manager	\$8,192	\$10,455	9	0%	\$0	\$0	\$0	\$0		\$10,455	9	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$800	\$184	\$14,169	0%	\$0	\$14,169	7	
Squaw Valley Public Service District	No Comparable Class																										Finance and Administration Manager over Finance, HR, Risk Management
Tahoe City Public Utility District	Accounting Manager	\$6,445	\$8,379	11	0%	\$0	\$168	\$0	\$0		\$8,547	11	\$42	\$2,076	\$122	\$27	\$8	\$18	\$0	\$641	\$0	\$11,480	0%	\$0	\$11,480	11	
Truckee Donner Public Utility District	Finance and Accounting Manager	\$9,451	\$11,489	6	1.89%	\$217	\$0	\$29	\$0		\$11,735	6	\$0	\$3,081	\$178	\$33	\$84	\$3	\$0	\$853	\$0	\$15,968	0%	\$0	\$15,968	5	
Truckee Sanitary District	Finance and Administrative Services Manager	\$11,681	\$13,910	4	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$13,910	4	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$888	\$0	\$17,122	0%	\$0	\$17,122	3	BA

<i>Labor Market Median</i>	\$11,410	\$11,703	\$15,069
<i>% TTSA is Above or Below Median</i>	3.99%	1.52%	3.13%
<i>Labor Market Mean</i>	\$11,919	\$12,078	\$14,971
<i>% TTSA is Above or Below Mean</i>	-0.30%	-1.63%	3.75%
<i># Of Comparable Matches</i>	10		TTSA's Rank 45th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,308	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$13,941	0%	\$0	\$13,941	2	PE
City of Placerville	Associate Engineer	\$6,600	\$8,022	8	0%	\$0	\$0	\$201	\$0		\$8,223	8	\$0	\$2,048	\$156	\$16	\$14	\$0	\$614	\$0	\$0	\$11,071	0%	\$0	\$11,071	8	PE within 1 year
City of Roseville	Associate Engineer	\$6,451	\$9,077	7	0%	\$0	\$272	\$227	\$0	5% PE pay added to base	\$9,576	6	\$1,515	inc	inc	inc	\$27	\$24	\$0	\$132	\$100	\$11,375	0%	\$0	\$11,375	7	5% added to base for PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Civil Engineer	\$4,751	\$7,128	9	0%	\$0	\$0	\$250	\$0		\$7,378	9	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	9	PE
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	5	0%	\$0	\$0	\$0	\$0		\$9,828	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	6	PE
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										PE not required
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Associate Engineer	\$7,480	\$9,547	6	0%	\$0	\$0	\$0	\$0		\$9,547	7	\$0	\$2,482	\$142	\$24	\$29	\$31	\$16	\$730	\$168	\$13,168	0%	\$0	\$13,168	5	PE
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	1	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	1	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	1	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	3	0%	\$0	\$209	\$0	\$0		\$10,638	2	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,732	0%	\$0	\$13,732	3	PE, D2
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$10,539	3	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$13,669	0%	\$0	\$13,669	4	PE
		<i>Labor Market Median</i>	<i>\$9,688</i>								<i>\$9,702</i>														<i>\$12,764</i>		
		<i>% TTSA is Above or Below Median</i>	<i>6.02%</i>								<i>5.88%</i>														<i>8.44%</i>		
		<i>Labor Market Mean</i>	<i>\$9,398</i>								<i>\$9,643</i>														<i>\$12,418</i>		
		<i>% TTSA is Above or Below Mean</i>	<i>8.82%</i>								<i>6.45%</i>														<i>10.93%</i>		
		<i># Of Comparable Matches</i>	<i>8</i>																								<i>TTSA's Rank 77th percentile</i>

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,265	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$11,848	0%	\$0	\$11,848	1	CWEA Grade II Laboratory Analyst Certificate
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Technician level
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Chemist II	\$5,224	\$7,836	2	0%	\$0	\$0	\$250	\$0		\$8,086	2	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	2	Water Quality Analyst II
El Dorado Irrigation District	Chemist	\$6,304	\$7,663	3	0%	\$0	\$0	\$0	\$0		\$7,663	3	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$586	\$0	\$10,030	0%	\$0	\$10,030	3	Lab Analyst II
Incline Village General Improvement District	Lab Analyst II	\$5,060	\$7,084	4	0%	\$0	\$213	\$0	\$0		\$7,296	4	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$542	\$0	\$9,130	0%	\$0	\$9,130	4	Lab Analyst II
Mammoth Community Water District	No Comparable Class																										Technician level
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										Technical level
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$7,663								\$7,663														\$10,030		
		<i>% T TSA is Above or Below Median</i>	7.28%								7.28%														15.34%		
		<i>Labor Market Mean</i>	\$7,528								\$7,682														\$9,750		
		<i>% T TSA is Above or Below Mean</i>	8.92%								7.05%														17.70%		
		<i># Of Comparable Matches</i>	3																								T TSA's Rank 10th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chief Plant Operator	\$9,227	\$10,707	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	1	Grade V
City of Placerville	No Comparable Class																										
City of Roseville	Wastewater Treatment Plant Chief Operator	\$8,132	\$10,897	2	0%	\$0	\$327	\$0	\$0		\$11,224	2	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$158	\$100	\$13,046	0%	\$0	\$13,046	4	Grade IV with 1 year; Grade V within 1 year
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Operations Manager	\$7,141	\$10,712	3	0%	\$0	\$0	\$250	\$0		\$10,962	3	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	5	Grade IV
El Dorado Irrigation District	No Comparable Class																										Lead
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	1	\$0	\$2,095	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	2	Grade IV
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Chief Plant Operator	\$7,656	\$9,771	5	0%	\$0	\$0	\$0	\$0		\$9,771	5	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$747	\$117	\$13,310	0%	\$0	\$13,310	3	Grade V
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$10,805								\$11,093														\$13,178		
		<i>% TTSA is Above or Below Median</i>	-0.91%								-3.60%														8.17%		
		<i>Labor Market Mean</i>	\$10,690								\$10,891														\$13,380		
		<i>% TTSA is Above or Below Mean</i>	0.16%								-1.72%														6.76%		
		<i># Of Comparable Matches</i>	4																								TTSA's Rank 100th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Customer Service Specialist II	\$6,402	\$7,786	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	1		
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	10	0%	\$0	\$0	\$98	\$0		\$4,023	10	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	10	Broad class that includes utility billing	
City of Roseville	Finance Technician II	\$3,615	\$5,086	7	0%	\$0	\$153	\$127	\$0		\$5,366	5	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,083	0%	\$0	\$7,083	8		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Customer Services Specialist II	\$4,112	\$5,233	5	0%	\$0	\$54	\$250	\$0		\$5,537	4	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	7		
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	8	0%	\$0	\$0	\$0	\$0		\$4,754	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	9		
Incline Village General Improvement District	No Comparable Class																											
Mammoth Community Water District	No Comparable Class																										Account Clerk II not used	
North Tahoe Public Utility District	Customer Services Representative II	\$3,788	\$4,605	9	0%	\$0	\$0	\$0	\$460	10% max	\$5,065	8	\$2,256	inc	inc	inc	\$17	\$55	\$0	\$352	\$0	\$7,745	0%	\$0	\$7,745	6		
South Tahoe Public Utility District	Customer Services Representative II	\$4,136	\$5,279	4	0%	\$0	\$0	\$0	\$0		\$5,279	7	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$404	\$117	\$8,474	0%	\$0	\$8,474	5		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	Accounting Technician	\$4,641	\$6,034	3	0%	\$0	\$121	\$0	\$0		\$6,155	3	\$42	\$2,076	\$122	\$27	\$8	\$13	\$0	\$462	\$0	\$8,904	0%	\$0	\$8,904	4		
Truckee Donner Public Utility District	Customer Service Representative	\$4,267	\$5,188	6	1.89%	\$98	\$0	\$29	\$0		\$5,315	6	\$0	\$3,081	\$178	\$33	\$38	\$1	\$0	\$397	\$0	\$9,044	0%	\$0	\$9,044	2		
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	3		
		Labor Market Median	\$5,188									\$5,315																
		% TTSA is Above or Below Median	33.37%									31.74%																
		Labor Market Mean	\$5,143									\$5,297																
		% TTSA is Above or Below Mean	33.95%									31.96%																
		# Of Comparable Matches	9																									
																												TTSA's Rank
																												100th percentile

0%

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	6	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$14,062	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$17,787	0%	\$0	\$17,787	4	
City of Placerville	No Comparable Class																										Director of Development Services too broad
City of Roseville	Engineering Manager	\$9,989	\$13,387	7	0%	\$0	\$402	\$0	\$0		\$13,789	7	\$1,515	inc	inc	inc	\$40	\$16	\$0	\$194	\$100	\$15,654	0%	\$0	\$15,654	8	Division Manager; PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Division Manager level
El Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	5	0%	\$0	\$0	\$0	\$0		\$14,347	5	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	6	PE
Incline Village General Improvement District	No Comparable Class																										Division Manager
Mammoth Community Water District	District Engineer	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	5	PE: Wastewater Treatment Plant Operator Grade III, Water Treatment Operator Grade T3 and Water Distribution Operator Grade D3 certifications are desirable.
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
South Tahoe Public Utility District	Engineering Department Manager	\$11,413	\$14,567	4	0%	\$0	\$0	\$0	\$0		\$14,567	4	\$0	\$2,482	\$142	\$24	\$44	\$47	\$24	\$898	\$256	\$18,484	0%	\$0	\$18,484	2	PE
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	8	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	8	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	7	PE within 1 year
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	1	0%	\$0	\$320	\$0	\$0		\$16,318	1	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,543	0%	\$0	\$19,543	1	PE
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Assistant General Manager/District Engineer	\$12,265	\$14,606	3	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$14,606	3	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$17,828	0%	\$0	\$17,828	3	PE
	Labor Market Median		\$14,567								\$14,567																
	% TTSa is Above or Below Median		-3.59%								-3.59%																
	Labor Market Mean		\$14,347								\$14,629																
	% TTSa is Above or Below Mean		-2.02%								-4.03%																
	# Of Comparable Matches		7																								
																											TTSa's Rank 50th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	1	
City of Placerville	No Comparable Class																										
City of Roseville	Safety Coordinator	\$6,469	\$8,669	3	0%	\$0	\$260	\$0	\$0		\$8,929	3	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$10,710	0%	\$0	\$10,710	3	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Safety Coordinator	\$5,224	\$7,836	4	0%	\$0	\$0	\$250	\$0		\$8,086	4	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	4	Occupational Health and Safety (OSHA) 30 certification within 90 days Specific assignments may require possession and maintenance of a valid Nevada Class A CDL driver's license with tanker and combination vehicle endorsements within six (6) months of hire. Certification in one (1) or more of the following areas: Certified Safety Specialist (CSP), Certified Environmental Manager (CEM), Certified Industrial Hygienist (CIH), Occupational Health and Safety Technologist (OHST), Construction Health and Safety Technologist (CHST) within one (1) year. Possess and maintain Incident Command System (ICS) 100/200 within six (6) months of hire and ICS 300 as soon as available.
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	2	0%	\$0	\$0	\$0	\$0		\$9,448	2	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	2	Also works on security
Incline Village General Improvement District	Safety Specialist	\$4,854	\$6,796	5	0%	\$0	\$204	\$0	\$0		\$7,000	5	\$1,266	inc	inc	inc	\$0.43	\$20	\$4	\$520	\$0	\$8,810	0%	\$0	\$8,810	5	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	\$8,253											\$8,508											\$10,400		
		% TTSA is Above or Below Median	12.88%											10.19%											20.52%		
		Labor Market Mean	\$8,187											\$8,366											\$10,391		
		% TTSA is Above or Below Mean	13.57%											11.69%											20.60%		
		# Of Comparable Matches	4																					TTSA's Rank	100th percentile		

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	7	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$16,805	7	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$20,597	0%	\$0	\$20,597	6	
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
El Dorado Irrigation District	General Manager	\$14,692	\$17,859	5	0%	\$0	\$0	\$0	\$0		\$17,859	5	\$0	\$1,624	\$136	\$17	\$53	\$0	\$0	\$946	\$0	\$20,634	0%	\$0	\$20,634	5	
Incline Village General Improvement District	General Manager	\$15,416	\$15,416	10	0%	\$0	\$771	\$0	\$0		\$16,187	8	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$910	\$0	\$18,401	0%	\$0	\$18,401	10	Licensure or certification as an engineer, public accountant, or similar pertinent professional field is preferred.
Mammoth Community Water District	General Manager	\$17,167	\$17,167	6	0%	\$0	\$343	\$0	\$0		\$17,510	6	\$0	\$2,096	\$164	\$24	\$53	\$69	DNA	\$249	\$0	\$20,165	0%	\$0	\$20,165	7	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	9	0%	\$0	\$0	\$0	\$0		\$15,417	10	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0%	\$0	\$19,050	9	
South Tahoe Public Utility District	General Manager	\$14,849	\$18,952	3	0%	\$0	\$0	\$0	\$0		\$18,952	4	\$0	\$2,482	\$142	\$24	\$50	\$57	\$31	\$961	\$334	\$23,033	0%	\$0	\$23,033	4	
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	2	0%	\$0	\$0	\$0	\$0		\$20,166	2	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	2	PE desired
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	4	0%	\$0	\$1,126	\$0	\$0		\$19,885	3	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$23,150	0%	\$0	\$23,150	3	
Truckee Donner Public Utility District	General Manager	\$22,158	\$22,158	1	1.89%	\$419	\$0	\$29	\$0		\$22,606	1	\$0	\$3,081	\$178	\$33	\$163	\$6	\$0	\$1,008	\$0	\$27,075	0%	\$0	\$27,075	1	5% added to base for Water Utility Manager duties
Truckee Sanitary District	General Manager	\$16,134	\$16,134	8	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$16,134	9	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$19,378	0%	\$0	\$19,378	8	PE
<i>Labor Market Median</i>			\$17,859								\$17,859														\$20,634		
<i>% TTSA is Above or Below Median</i>			-6.27%								-6.27%															-0.18%	
<i>Labor Market Mean</i>			\$18,003								\$18,302															\$21,604	
<i>% TTSA is Above or Below Mean</i>			-7.13%								-8.91%																-4.89%
<i># Of Comparable Matches</i>			9																								TTSA's Rank 40th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	9	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,948	10	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$13,572	0%	\$0	\$13,572	7	
City of Placerville	No Comparable Class																										City Clerk/Human Resources Officer
City of Roseville	Human Resources Manager	\$7,367	\$9,872	10	0%	\$0	\$296	\$0	\$0		\$10,168	8	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$143	\$100	\$11,972	0%	\$0	\$11,972	10	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Human Resources Manager	\$7,998	\$11,995	3	0%	\$0	\$0	\$250	\$0		\$12,245	2	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	6	
El Dorado Irrigation District	Human Resources Manager	\$9,967	\$12,114	2	0%	\$0	\$0	\$0	\$0		\$12,114	4	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$862	\$0	\$14,757	0%	\$0	\$14,757	4	
Incline Village General Improvement District	Director of Human Resources	\$8,302	\$11,623	4	0%	\$0	\$581	\$0	\$0		\$12,205	3	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	5	
Mammoth Community Water District	Human Resources Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1	
North Tahoe Public Utility District	Human Resources Manager	\$6,491	\$7,889	11	0%	\$0	\$0	\$0	\$0		\$7,889	11	\$125	\$2,231	\$134	\$34	\$17	\$94	\$0	\$604	\$0	\$11,126	0%	\$0	\$11,126	11	Does not supervise
South Tahoe Public Utility District	Human Resources Director	\$9,028	\$11,522	5	0%	\$0	\$0	\$0	\$0		\$11,522	5	\$0	\$2,482	\$142	\$24	\$35	\$37	\$19	\$854	\$203	\$15,317	0%	\$0	\$15,317	3	Supervises 1 staff
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	7	0%	\$0	\$202	\$0	\$0		\$10,324	7	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,395	0%	\$0	\$13,395	8	
Truckee Donner Public Utility District	Human Resources and Risk Manager	\$9,002	\$10,942	6	1.89%	\$207	\$0	\$29	\$0		\$11,178	6	\$0	\$3,081	\$178	\$33	\$80	\$3	\$0	\$837	\$0	\$15,390	0%	\$0	\$15,390	2	
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	8	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$9,949	9	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,034	0%	\$0	\$13,034	9	
<i>Labor Market Median</i>		\$11,232									\$11,350																
<i>% T TSA is Above or Below Median</i>											-14.09%																
<i>Labor Market Mean</i>		\$11,076									\$11,262																
<i>% T TSA is Above or Below Mean</i>											-13.21%																
<i># Of Comparable Matches</i>		10																									
																							<i>T TSA's Rank</i>	<i>36th percentile</i>			

Data effective as of 5.1.2019
 Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
 Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,688	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,330	0%	\$0	\$14,330	1	Electrical Instrumentation Technology Grade IV
City of Placerville	No Comparable Class																										
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	3	0%	\$0	\$304	\$0	\$0		\$10,425	3	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$147	\$100	\$12,233	0%	\$0	\$12,233	4	Over mechanical/electrical
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	5	0%	\$0	\$54	\$250	\$0		\$7,135	5	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	5	Plant Maintenance Technoloaist III
El Dorado Irrigation District	No Comparable Class																										Engineer
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Plant Technician Instrumentation Supervisor	\$6,861	\$10,334	2	0%	\$0	\$207	\$0	\$0		\$10,541	2	\$0	\$2,096	\$164	\$24	\$53	\$41	DNA	\$150	\$0	\$13,070	0%	\$0	\$13,070	2	Plant Maintenance Mechanical Technologist of Plant Instrumentation Technician; Water Distribution Operator cert
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$7,217	\$9,211	4	0%	\$0	\$0	\$0	\$0		\$9,211	4	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$705	\$117	\$12,707	0%	\$0	\$12,707	3	Electrical/Instrumentation Technician Grade II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		\$9,666								\$9,818																	
% T TSA is Above or Below Median		9.56%								8.14%																	
Labor Market Mean		\$9,124								\$9,328																	
% T TSA is Above or Below Mean		14.63%								12.73%																	
# Of Comparable Matches		4																								T TSA's Rank 100th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,002	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$12,603	0%	\$0	\$12,603	2	Electrical Instrumentation Technology Grade II
City of Placerville	No Comparable Class																										
City of Roseville	Instrumentation and Control Technician	\$8,499	\$11,959	1	0%	\$0	\$459	\$0	\$0		\$12,418	1	\$1,515	inc	inc	inc	\$36	\$25	\$0	\$173	\$100	\$14,267	0%	\$0	\$14,267	1	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Electrician/Instrumentation Technician II	\$4,444	\$5,656	7	0%	\$0	\$54	\$250	\$0		\$5,960	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	7	
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	5	0%	\$0	\$0	\$0	\$0		\$7,289	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	6	CWEA Grade II PM Electrical/Instrumentation
Incline Village General Improvement District	Senior Electrician/Instrumentation	\$5,886	\$8,240	3	0%	\$0	\$247	\$0	\$0		\$8,487	3	\$1,266	inc	inc	inc	\$0.43	\$24	\$4	\$630	\$0	\$10,412	0%	\$0	\$10,412	4	Electrical and Instrumentation Technician II
Mammoth Community Water District	Instrumentation Technician	\$4,959	\$7,086	6	0%	\$0	\$142	\$0	\$0		\$7,228	6	\$0	\$2,095	\$164	\$24	\$45	\$28	DNA	\$103	\$0	\$9,688	0%	\$0	\$9,688	5	Also inspects backflow devices; Backflow Prevention Tester certification
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$6,044	\$7,714	4	0%	\$0	\$0	\$0	\$0		\$7,714	4	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$590	\$117	\$11,096	0%	\$0	\$11,096	3	Electrical and Instrumentation Technician II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	\$7,502								\$7,502														\$10,050		
		% TTSA is Above or Below Median	16.67%								16.67%														20.25%		
		Labor Market Mean	\$7,991								\$8,183														\$10,497		
		% TTSA is Above or Below Mean	11.24%								9.10%														16.71%		
		# Of Comparable Matches	6																							TTSA's Rank	71st percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	5	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	3	
City of Placerville	Director of Information Technology	\$5,661	\$6,881	9	0%	\$0	\$0	\$172	\$0		\$7,053	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$526	\$0	\$9,814	0%	\$0	\$9,814	9	
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	7	0%	\$0	\$332	\$0	\$0		\$11,413	7	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$161	\$100	\$13,238	0%	\$0	\$13,238	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Information Technology	\$7,998	\$11,995	4	0%	\$0	\$0	\$250	\$0		\$12,245	4	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	7	
El Dorado Irrigation District	Director of Information Technology	\$10,268	\$12,482	3	0%	\$0	\$0	\$0	\$0		\$12,482	3	\$0	\$1,624	\$136	\$17	\$45	\$0	\$0	\$868	\$0	\$15,172	0%	\$0	\$15,172	4	
Incline Village General Improvement District	Director of Information Technology	\$8,302	\$11,623	6	0%	\$0	\$581	\$0	\$0		\$12,205	5	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	6	
Mammoth Community Water District	Information Systems Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Information Technology Manager	\$8,607	\$10,985	8	0%	\$0	\$0	\$0	\$0		\$10,985	8	\$0	\$2,482	\$142	\$24	\$33	\$36	\$18	\$840	\$193	\$14,753	0%	\$0	\$14,753	5	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Information Technology Director-CIO	\$11,489	\$13,964	2	1.89%	\$264	\$0	\$29	\$0		\$14,257	2	\$0	\$3,081	\$178	\$33	\$103	\$4	\$0	\$889	\$0	\$18,545	0%	\$0	\$18,545	1	
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median		\$11,809							\$12,225															\$14,559	
		% TTSA is Above or Below Median		0.63%																						6.41%	
		Labor Market Mean		\$11,718							\$11,958															\$14,729	
		% TTSA is Above or Below Mean		1.40%																						5.31%	
		# Of Comparable Matches		8																						TTSA's Rank	67th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,568	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,158	0%	\$0	\$12,158	2	
City of Placerville	No Comparable Class																										IT Analyst- AA, No SCADA
City of Roseville	Information Technology Analyst II	\$5,329	\$7,498	5	0%	\$0	\$225	\$187	\$0		\$7,910	5	\$1,515	inc	inc	inc	\$22	\$20	\$0	\$109	\$100	\$9,677	0%	\$0	\$9,677	5	No SCADA
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Systems Analyst II	\$4,751	\$7,128	7	0%	\$0	\$0	\$250	\$0		\$7,378	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	6	
El Dorado Irrigation District	Information Technology Analyst II	\$6,828	\$8,299	4	0%	\$0	\$0	\$0	\$0		\$8,299	4	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$635	\$0	\$10,714	0%	\$0	\$10,714	4	No SCADA
Incline Village General Improvement District	Network Administrator	\$5,097	\$7,136	6	0%	\$0	\$214	\$0	\$0		\$7,350	7	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$546	\$0	\$9,187	0%	\$0	\$9,187	7	
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Network/Telecommunications Systems Administrator II	\$6,518	\$8,319	3	0%	\$0	\$0	\$0	\$0		\$8,319	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$636	\$117	\$11,747	0%	\$0	\$11,747	3	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	IT/SCADA Engineer	\$8,573	\$10,421	1	1.89%	\$197	\$0	\$29	\$0		\$10,647	1	\$0	\$3,081	\$178	\$33	\$77	\$3	\$0	\$797	\$0	\$14,816	0%	\$0	\$14,816	1	
Truckee Sanitary District	No Comparable Class																										GIS/IT Specialist

Labor Market Median	\$7,899	\$8,105	\$10,195
% TTSA is Above or Below Median	7.81%	5.41%	16.14%
Labor Market Mean	\$8,133	\$8,317	\$10,919
% TTSA is Above or Below Mean	5.07%	2.93%	10.19%
# Of Comparable Matches	6		TTSA's Rank 71st percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,729	2	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,236	0%	\$0	\$9,236	2		
City of Placerville	No Comparable Class																											
City of Roseville	Warehouse Worker II	\$3,378	\$4,754	5	0%	\$0	\$143	\$119	\$0		\$5,015	5	\$1,515	inc	inc	inc	\$14	\$13	\$0	\$69	\$100	\$6,726	0%	\$0	\$6,726	5		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Warehouse Technician	\$3,841	\$4,888	4	0%	\$0	\$54	\$244	\$0		\$5,187	4	\$1,848	inc	inc	inc	inc	\$0	\$0	\$71	\$0	\$7,105	0%	\$0	\$7,105	4		
El Dorado Irrigation District	No Comparable Class																										Materials Technician help with specs	
Incline Village General Improvement District	No Comparable Class																											
Mammoth Community Water District	No Comparable Class																											
North Tahoe Public Utility District	No Comparable Class																											
South Tahoe Public Utility District	No Comparable Class																											
South Tahoe Public Utility District	Shipping and Receiving Clerk	\$4,301	\$5,489	3	0%	\$0	\$0	\$0	\$0		\$5,489	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$420	\$117	\$8,700	0%	\$0	\$8,700	3		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	Warehouse/Utility Worker	\$4,940	\$6,004	1	1.89%	\$113	\$0	\$29	\$0		\$6,147	1	\$0	\$3,081	\$178	\$33	\$44	\$2	\$0	\$459	\$0	\$9,944	0%	\$0	\$9,944	1		
Truckee Sanitary District	No Comparable Class																											
		<i>Labor Market Median</i>		\$5,189								\$5,338														\$7,903		
		% T TSA is Above or Below Median		9.43%								6.83%														14.43%		
		<i>Labor Market Mean</i>		\$5,284								\$5,459														\$8,119		
		% T TSA is Above or Below Mean		7.77%								4.70%														12.09%		
		# Of Comparable Matches		4																					T TSA's Rank	60th percentile		

Data effective as of 5.1.2019
 Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)
 Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRA members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	1	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.
City of Placerville	Lab Director	\$5,339	\$6,489	5	0%	\$0	\$0	\$162	\$0		\$6,651	5	\$0	\$2,048	\$156	\$16	\$14	\$0	\$496	\$0	\$9,382	0%	\$0	\$9,382	5	Lab Analyst II cert	
City of Roseville	Water Quality Lab Supervisor	\$6,468	\$8,668	4	0%	\$0	\$260	\$0	\$0		\$8,928	4	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$10,709	0%	\$0	\$10,709	4	Lab Analyst II cert
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Lab Manager	\$6,374	\$9,561	3	0%	\$0	\$0	\$250	\$0		\$9,811	3	\$1,848	inc	inc	inc	inc	\$43	\$0	\$139	\$0	\$11,841	0%	\$0	\$11,841	3	Wastewater Quality Analyst IV within 9 months
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Lab Technician reports to Water/Wastewater Operations Supervisor
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Lab Director	\$8,128	\$10,374	2	0%	\$0	\$0	\$0	\$0		\$10,374	2	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$794	\$183	\$14,080	0%	\$0	\$14,080	2	Lab Technologist III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>	\$9,115								\$9,370																\$11,275
		<i>% T TSA is Above or Below Median</i>	14.87%								12.49%																21.43%
		<i>Labor Market Mean</i>	\$8,773								\$8,941																\$11,503
		<i>% T TSA is Above or Below Mean</i>	18.06%								16.49%																19.84%
		<i># Of Comparable Matches</i>	4																								T TSA's Rank 100th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	2	Grade IV Mechanical Technologist
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Wastewater Utility Manager over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance
Incline Village General Improvement District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro
Mammoth Community Water District	Water and Wastewater Maintenance Superintendent	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,095	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1	
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>		<i>Insuff Data</i>						<i>Insuff Data</i>																	
		% T TSA is Above or Below Median		---						---																	
		<i>Labor Market Mean</i>		<i>Insuff Data</i>						<i>Insuff Data</i>																	
		% T TSA is Above or Below Mean		---						---																	
		# Of Comparable Matches		1																							

Data effective as of 5.1.2019

T TSA's Rank *Insuff Data*

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,036	2	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$10,582	0%	\$0	\$10,582	1	Grade II Mechanical Technologist
City of Placerville	Senior Maintenance Mechanic	\$5,126	\$6,231	4	0%	\$0	\$0	\$156	\$0		\$6,387	4	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$477	\$0	\$9,098	0%	\$0	\$9,098	3	Possession of the California Water Environment Association (CWEA) Laboratory Analyst Grade II certificate.
City of Roseville	Plant and Equipment Mechanic II	\$4,964	\$6,985	2	0%	\$0	\$310	\$0	\$0		\$7,295	1	\$1,515	inc	inc	inc	\$21	\$17	\$0	\$101	\$100	\$9,049	0%	\$0	\$9,049	4	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Mechanic II	\$4,444	\$5,656	6	0%	\$0	\$54	\$250	\$0		\$5,960	6	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	6	Grade II Plant Maintenance Technologist within 2 years
El Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	5	0%	\$0	\$0	\$0	\$0		\$6,159	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	5	CWEA Plant Maintenance Grade I
Incline Village General Improvement District	No Comparable Class																										split between several classifications
Mammoth Community Water District	Mechanical Maintenance Worker II	\$3,864	\$5,304	7	0%	\$0	\$106	\$0	\$0		\$5,410	7	\$0	\$2,096	\$164	\$24	\$34	\$21	DNA	\$77	\$0	\$7,826	0%	\$0	\$7,826	7	Grade II Collection Maintenance Technician or Grade II Water Distribution Operator
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$5,012	\$6,397	3	0%	\$0	\$0	\$0	\$0		\$6,397	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$489	\$117	\$9,678	0%	\$0	\$9,678	2	Maintenance Mechanical Technologist II
Sawaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
<i>Labor Market Median</i>		\$6,195								\$6,273																	
% TTSA is Above or Below Median		11.95%								10.85%																	
<i>Labor Market Mean</i>		\$6,122								\$6,268																	
% TTSA is Above or Below Mean		12.99%								10.92%																	
# Of Comparable Matches		6																									
																							TTSA's Rank		100th percentile		

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	3	\$63	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	3	Grade V	
City of Placerville	No Comparable Class																											Wastewater Utility Manager over operations and maintenance
City of Roseville	No Comparable Class																											Treatment Plant Manager is over a division within community services and is over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																											Director of Operations over drinking water, wastewater and hydro
El Dorado Irrigation District	No Comparable Class																											Director of Public Works over utilities, engineering, buildings, fleet and resource conservation
Incline Village General Improvement District	No Comparable Class																											Over water and wastewater. Possession of the appropriate certification issued by the California Department of Health Services and the State Water Resources Control Board.
Mammoth Community Water District	Water and Wastewater Operations Superintendent	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	1	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	1	Engineering and Operations Manager	
North Tahoe Public Utility District	No Comparable Class																											Over operations and maintenance. Possession of a California Wastewater Grade V State Certification is required within 18 months of appointment.
South Tahoe Public Utility District	Manager of Plant Operations	\$9,556	\$12,196	2	0%	\$0	\$0	\$0	\$0		\$12,196	2	\$0	\$2,482	\$142	\$24	\$37	\$40	\$20	\$863	\$215	\$16,018	0%	\$0	\$16,018	2		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											

Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Median	---	---	---
Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Mean	---	---	---
# Of Comparable Matches	2		TTSA's Rank

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,581	1	\$63	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,172	0%	\$0	\$12,172	1	Grade III
City of Placerville	No Comparable Class																										Over operations and maintenance
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	3	0%	\$0	\$54	\$250	\$0		\$7,135	3	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	3	Grade III
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operations Supervisor	\$6,365	\$8,124	2	0%	\$0	\$0	\$0	\$0		\$8,124	2	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$621	\$117	\$11,537	0%	\$0	\$11,537	2	assigned to a shift; Grade IV
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	Insuff Data
% TTSA is Above or Below Median	---
Labor Market Mean	Insuff Data
% TTSA is Above or Below Mean	---
# Of Comparable Matches	2

Insuff Data

Insuff Data

Insuff Data	

Insuff Data	

TTSA's Rank	Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	2	\$63	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	2	Grade IV
City of Placerville	No Comparable Class																										Over operations and maintenance of plant and collection system
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Over operations and maintenance
Incline Village General Improvement District	No Comparable Class																										Over operations and maintenance
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	1	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	1	Grade IV
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median			Insuff Data						Insuff Data																	
	% T TSA is Above or Below Median			---						---																	
	Labor Market Mean			Insuff Data						Insuff Data																	
	% T TSA is Above or Below Mean			---						---																	
	# Of Comparable Matches			1																							

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Survey Agencies

Bryce Consulting, Inc. &
Staff List

Classic Members

Survey Classification	CLASSIC MEMBERS									# of Comparables
	MEDIAN			MEDIAN			MEDIAN			
	Base Salary			Total Cash			Total Compensation			
TTSA Maximum Base Salary	Labor Market Median Base Salary	% TTSA Is Above or Below Labor Market Median	TTSA Total Cash	Labor Market Median Total Cash	% TTSA Is Above or Below Labor Market Median	TTSA Total Compensation	Labor Market Median Total Compensation	% TTSA Is Above or Below Labor Market Median		
Accounting Technician II	\$7,786	\$5,787	25.68%	\$8,409	\$5,858	30.33%	\$11,977	\$8,632	27.93%	14
Administrative Assistant II	\$5,874	\$5,417	7.79%	\$6,344	\$5,654	10.87%	\$9,855	\$8,131	17.50%	12
Administrative Manager	\$11,884	\$12,516	-5.31%	\$12,835	\$13,316	-3.75%	\$16,506	\$16,519	-0.08%	12
Associate Engineer	\$10,308	\$10,539	-2.24%	\$11,133	\$10,830	2.72%	\$14,766	\$13,363	9.50%	13
Chemist II	\$8,265	\$8,660	-4.77%	\$8,926	\$9,011	-0.95%	\$12,509	\$11,452	8.45%	8
Chief Plant Operator	\$10,707	\$11,139	-4.04%	\$11,564	\$11,754	-1.65%	\$15,206	\$13,736	9.67%	6
Customer Service Specialist II	\$7,786	\$5,256	32.49%	\$8,409	\$5,609	33.30%	\$11,977	\$8,584	28.33%	12
Engineering Department Manager	\$14,062	\$14,668	-4.31%	\$15,187	\$15,399	-1.40%	\$18,912	\$18,735	0.94%	12
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$9,448	0.26%	\$10,231	\$9,466	7.47%	\$13,843	\$11,951	13.67%	7
General Manager	\$16,805	\$18,856	-12.20%	\$18,149	\$19,287	-6.27%	\$21,942	\$22,765	-3.75%	14
Human Resources Administrator	\$9,948	\$11,809	-18.71%	\$10,744	\$12,159	-13.17%	\$14,368	\$15,040	-4.68%	14
Instrumentation and Electrical Supervisor	\$10,688	\$10,121	5.31%	\$11,543	\$10,541	8.68%	\$15,185	\$12,712	16.29%	5
Instrumentation and Electrical Technician II	\$9,002	\$8,546	5.06%	\$9,722	\$9,011	7.32%	\$13,323	\$11,638	12.64%	10
Information Technology Manager	\$11,884	\$12,238	-2.98%	\$12,835	\$12,363	3.67%	\$16,506	\$14,966	9.33%	10
Information Technology Specialist	\$8,568	\$9,118	-6.41%	\$9,253	\$9,443	-2.05%	\$12,844	\$12,459	2.99%	10
Inventory Control Specialist	\$5,729	\$6,004	-4.80%	\$6,187	\$6,147	0.65%	\$9,694	\$9,606	0.91%	7
Laboratory Director	\$10,707	\$10,792	-0.79%	\$11,564	\$11,131	3.74%	\$15,206	\$14,321	5.82%	8
Maintenance Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	2
Mechanic II	\$7,036	\$6,985	0.72%	\$7,599	\$7,727	-1.69%	\$11,145	\$9,681	13.13%	11
Operations Department Manager	\$11,884	\$14,730	-23.95%	\$12,835	\$15,024	-17.06%	\$16,506	\$17,635	-6.84%	3
Operations Shift Supervisor	\$8,581	\$8,124	5.33%	\$9,267	\$8,128	12.29%	\$12,858	\$11,541	10.24%	3
Operations Supervisor	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	2
Operator III	\$7,769	\$7,660	1.41%	\$8,391	\$7,890	5.97%	\$11,958	\$10,237	14.39%	11
Purchasing Agent	\$6,803	\$6,294	7.48%	\$7,347	\$6,374	13.25%	\$10,886	\$8,914	18.11%	10

CLASSIC MEMBERS										
Survey Classification	Mean			Total Cash			Total Compensation			# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean	
Accounting Technician II	\$7,786	\$6,057	22.20%	\$8,409	\$6,364	24.32%	\$11,977	\$9,104	23.99%	14
Administrative Assistant II	\$5,874	\$5,485	6.62%	\$6,344	\$5,765	9.12%	\$9,855	\$8,305	15.73%	12
Administrative Manager	\$11,884	\$12,406	-4.39%	\$12,835	\$12,896	-0.48%	\$16,506	\$15,974	3.23%	12
Associate Engineer	\$10,308	\$10,532	-2.17%	\$11,133	\$11,077	0.50%	\$14,766	\$13,997	5.20%	13
Chemist II	\$8,265	\$8,805	-6.54%	\$8,926	\$9,184	-2.89%	\$12,509	\$11,994	4.12%	8
Chief Plant Operator	\$10,707	\$11,432	-6.77%	\$11,564	\$12,010	-3.86%	\$15,206	\$14,997	1.37%	6
Customer Service Specialist II	\$7,786	\$5,624	27.77%	\$8,409	\$5,907	29.75%	\$11,977	\$8,659	27.70%	12
Engineering Department Manager	\$14,062	\$15,665	-11.40%	\$15,187	\$16,275	-7.17%	\$18,912	\$19,331	-2.22%	12
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$9,541	-0.72%	\$10,231	\$9,942	2.82%	\$13,843	\$12,532	9.47%	7
General Manager	\$16,805	\$19,450	-15.74%	\$18,149	\$20,113	-10.82%	\$21,942	\$23,436	-6.81%	14
Human Resources Administrator	\$9,948	\$11,886	-19.49%	\$10,744	\$12,282	-14.32%	\$14,368	\$15,311	-6.56%	14
Instrumentation and Electrical Supervisor	\$10,688	\$9,705	9.20%	\$11,543	\$10,192	11.71%	\$15,185	\$13,014	14.30%	5
Instrumentation and Electrical Technician II	\$9,002	\$8,598	4.49%	\$9,722	\$9,020	7.22%	\$13,323	\$11,711	12.10%	10
Information Technology Manager	\$11,884	\$12,561	-5.70%	\$12,835	\$13,009	-1.36%	\$16,506	\$16,057	2.72%	10
Information Technology Specialist	\$8,568	\$9,308	-8.63%	\$9,253	\$9,724	-5.09%	\$12,844	\$12,641	1.58%	10
Inventory Control Specialist	\$5,729	\$6,280	-9.62%	\$6,187	\$6,670	-7.80%	\$9,694	\$9,694	0.00%	7
Laboratory Director	\$10,707	\$10,957	-2.34%	\$11,564	\$11,440	1.07%	\$15,206	\$14,441	5.03%	8
Maintenance Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	2
Mechanic II	\$7,036	\$7,334	-4.24%	\$7,599	\$7,666	-0.89%	\$11,145	\$10,377	6.89%	11
Operations Department Manager	\$11,884	\$14,994	-26.17%	\$12,835	\$15,474	-20.56%	\$16,506	\$19,383	-17.43%	3
Operations Shift Supervisor	\$8,581	\$8,994	-4.82%	\$9,267	\$9,426	-1.71%	\$12,858	\$12,866	-0.06%	3
Operations Supervisor	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	2
Operator III	\$7,769	\$7,947	-2.29%	\$8,391	\$8,349	0.50%	\$11,958	\$11,012	7.92%	11
Purchasing Agent	\$6,803	\$6,269	7.85%	\$7,347	\$6,602	10.14%	\$10,886	\$9,314	14.44%	10

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Accounting Technician II	\$6,402	\$7,786	4	8%	\$623	\$0	\$0	\$0	1x payment (not included)	\$8,409	3	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,977	0%	\$0	\$11,977	3	
Central Contra Costa Sanitary District	Accounting Technician II	\$6,150	\$7,433	5	0%	\$0	\$461	\$186	\$0		\$8,080	5	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$108	\$0	\$12,842	0%	\$0	\$12,842	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	15	0%	\$0	\$0	\$98	\$0		\$4,023	15	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	15	
City of Roseville	Finance Technician II	\$3,615	\$5,086	12	6.197%	\$315	\$153	\$127	\$0		\$5,681	11	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	13	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Specialist II	\$4,112	\$5,233	11	0%	\$0	\$54	\$250	\$0		\$5,537	12	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	12	
Del Norte Sanitation District	Accounting Technician	\$6,479	\$8,091	2	0%	\$0	\$429	\$202	\$0		\$8,722	1	\$0	\$2,524	\$217	\$31	\$8	\$15	\$0	\$619	\$0	\$12,135	0%	\$0	\$12,135	2	
Dublin San Ramon Services District	Accounting Technician II	\$6,733	\$8,185	1	0%	\$0	\$208	\$0	\$0		\$8,393	4	\$0	\$2,028	\$161	\$30	\$7	\$13	\$39	\$626	\$0	\$11,297	2%	\$164	\$11,133	4	
El Dorado Irrigation District	Finance Assistant II	\$3,812	\$4,754	14	0%	\$0	\$0	\$0	\$0		\$4,754	14	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	14	
Incline Village General Improvement District	Payroll Coordinator	\$4,193	\$5,871	7	0%	\$0	\$176	\$0	\$0		\$6,047	7	\$1,266	inc	inc	inc	\$0.43	\$17	\$4	\$449	\$0	\$7,784	0%	\$0	\$7,784	11	
Mammoth Community Water District	No Comparable Class																										Account Clerk II not budgeted
Mentevay One Water	Accounting Technician-Payroll	\$6,270	\$8,002	3	0%	\$0	\$0	\$0	\$480	6% max	\$8,482	2	\$2,490	inc	inc	inc	\$18	\$17	\$2	\$116	\$0	\$11,125	0.211%	\$17	\$11,108	5	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Accounting Technician II	\$3,938	\$4,786	13	0%	\$0	\$0	\$0	\$479	10% max	\$5,265	13	\$2,256	inc	inc	inc	\$17	\$57	\$0	\$366	\$0	\$7,960	0.657%	\$31	\$7,929	10	
South Tahoe Public Utility District	Accounting Technician	\$4,478	\$5,715	9	0.055%	\$3	\$0	\$0	\$0		\$5,718	9	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$437	\$117	\$8,947	0%	\$0	\$8,947	8	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Assistant II	\$4,372	\$5,684	10	0%	\$0	\$31	\$0	\$0		\$5,715	10	\$42	\$2,076	\$122	\$27	\$7	\$12	\$0	\$435	\$0	\$8,436	2.08%	\$118	\$8,318	9	
Truckee Donner Public Utility District	Account Specialist	\$4,820	\$5,859	8	1.89%	\$111	\$0	\$29	\$0		\$5,999	8	\$0	\$3,081	\$178	\$33	\$43	\$1	\$0	\$448	\$0	\$9,784	0%	\$0	\$9,784	6	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	6	8%	\$494	\$0	\$0	\$0	1x award (not included)	\$6,675	6	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$9,472	0%	\$0	\$9,472	7	

<i>Labor Market Median</i>		\$5,787									\$5,858																	
<i>% TTSAA is Above or Below Median</i>		25.68%									30.33%																	
<i>Labor Market Mean</i>		\$6,057									\$6,364																	
<i>% TTSAA is Above or Below Mean</i>		22.20%									24.32%																	
<i># Of Comparable Matches</i>		14																										
				</																								

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Assistant II	\$4,830	\$5,874	6	8%	\$470	\$0	\$0	\$0	1x payment (not included)	\$6,344	5	\$83	\$2,942	\$211	\$100	\$31	\$0	\$59	\$85	\$0	\$9,855	0%	\$0	\$9,855	3	
Central Contra Costa Sanitary District	Administrative Assistant	\$6,295	\$7,600	1	0%	\$0	\$471	\$190	\$0		\$8,261	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$110	\$0	\$13,026	0%	\$0	\$13,026	1	
City of Placerville	Office Assistant II	\$2,700	\$3,282	13	0%	\$0	\$0	\$82	\$0		\$3,364	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$251	\$0	\$5,850	0%	\$0	\$5,850	13	
City of Roseville	Office Assistant II	\$2,998	\$4,218	12	6.197%	\$261	\$127	\$105	\$0		\$4,711	11	\$1,515	inc	inc	inc	\$13	\$11	\$0	\$61	\$100	\$6,412	6.197%	\$261	\$6,150	12	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Office Assistant II	\$3,593	\$4,573	10	0%	\$0	\$54	\$229	\$0		\$4,855	10	\$1,848	inc	inc	inc	inc	\$0	\$0	\$66	\$0	\$6,770	0%	\$0	\$6,770	9	
Delta Diablo Sanitation District	Administrative Assistant II	\$5,271	\$6,582	4	0%	\$0	\$349	\$165	\$0		\$7,095	2	\$0	\$2,524	\$217	\$31	\$8	\$12	\$0	\$504	\$0	\$10,390	0%	\$0	\$10,390	2	
Dublin San Ramon Services District	Administrative Assistant II	\$5,583	\$6,789	2	0%	\$0	\$208	\$0	\$0		\$6,997	4	\$0	\$2,028	\$161	\$30	\$7	\$10	\$32	\$519	\$0	\$9,785	2%	\$136	\$9,649	5	
El Dorado Irrigation District	Administrative Assistant II	\$3,576	\$4,345	11	0%	\$0	\$0	\$0	\$0		\$4,345	12	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$332	\$0	\$6,458	0%	\$0	\$6,458	11	
Incline Village General Improvement District	Administrative Clerk	\$3,450	\$4,830	9	0%	\$0	\$145	\$0	\$0		\$4,975	9	\$1,266	inc	inc	inc	\$0.43	\$14	\$4	\$369	\$0	\$6,629	0%	\$0	\$6,629	10	
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	Administrative Support Specialist II	\$5,244	\$6,693	3	0%	\$0	\$0	\$0	\$402	6% max	\$7,095	3	\$2,490	inc	inc	inc	\$15	\$14	\$2	\$97	\$0	\$9,713	0.211%	\$14	\$9,699	4	
Napa Sanitation District	Administrative Assistant II	\$4,531	\$6,077	5	0%	\$0	\$100	\$0	\$0		\$6,177	6	\$0	\$1,997	\$174	\$26	\$14	\$21	DNA	\$88	\$0	\$8,498	1.5%	\$91	\$8,407	7	
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Sauvee Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Assistant II	\$4,038	\$5,249	8	0%	\$0	\$28	\$0	\$0		\$5,277	8	\$42	\$2,076	\$122	\$27	\$7	\$11	\$0	\$402	\$0	\$7,964	2.08%	\$109	\$7,855	8	
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Administrative Assistant II	\$4,689	\$5,584	7	8%	\$447	\$0	\$0	\$0	1x award (not included)	\$6,031	7	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$427	\$0	\$8,781	0%	\$0	\$8,781	6	
	Labor Market Median		\$5,417								\$5,654														\$8,131		
	% TTSA is Above or Below Median		7.79%								10.87%														17.50%		
	Labor Market Mean		\$5,485								\$5,765														\$8,305		
	% TTSA is Above or Below Mean		6.62%								9.12%														15.73%		
	# Of Comparable Matches		12																							TTSA's rank	77th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	9	8%	\$825	\$0	\$0	\$0	1x payment (not included)	\$11,133	7	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$14,766	0%	\$0	\$14,766	5	PE
Central Contra Costa Sanitary District	Associate Engineer	\$10,665	\$12,894	1	0%	\$0	\$687	\$322	\$645	5% for addtl PE or Land Surveyor	\$14,548	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$187	\$0	\$19,518	0%	\$0	\$19,518	1	PE
City of Placerville	Associate Engineer	\$6,600	\$8,022	13	0%	\$0	\$0	\$201	\$0		\$8,223	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$614	\$0	\$11,071	0%	\$0	\$11,071	13	PE within 1 year
City of Roseville	Associate Engineer	\$6,451	\$9,077	12	6.197%	\$563	\$272	\$227	\$0	5% PE pay added to base	\$10,139	10	\$1,515	inc	inc	inc	\$27	\$24	\$0	\$132	\$100	\$11,937	6.197%	\$563	\$11,375	12	5% added to base for PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Civil Engineer	\$4,751	\$7,128	14	0%	\$0	\$0	\$250	\$0		\$7,378	14	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	14	PE
Delta Diablo Sanitation District	Associate Engineer	\$10,283	\$12,842	2	0%	\$0	\$680	\$321	\$0		\$13,843	2	\$0	\$2,524	\$217	\$31	\$11	\$19	\$0	\$873	\$0	\$17,518	0%	\$0	\$17,518	2	PE
Dublin San Ramon Services District	Associate Civil Engineer	\$10,490	\$12,750	3	0%	\$0	\$208	\$0	\$0		\$12,958	4	\$0	\$2,028	\$161	\$30	\$44	\$14	\$57	\$872	\$0	\$16,163	2%	\$255	\$15,908	4	PE
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	10	0%	\$0	\$0	\$0	\$0		\$9,828	11	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	11	PE
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										PE not required
Monterey One Water	Associate Engineer	\$9,918	\$12,660	4	0%	\$0	\$0	\$0	\$760	6% max	\$13,420	3	\$2,490	inc	inc	inc	\$27	\$19	\$3	\$184	\$0	\$16,141	0.211%	\$27	\$16,114	3	PE within 18 months
Napa Sanitation District	Associate Engineer	\$7,894	\$10,580	6	0%	\$0	\$250	\$0	\$0		\$10,830	8	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$153	\$0	\$13,245	1.5%	\$159	\$13,086	10	PE within 18 months
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Associate Engineer	\$7,480	\$9,547	11	0.055%	\$5	\$0	\$0	\$0		\$9,552	12	\$0	\$2,482	\$142	\$24	\$29	\$31	\$16	\$730	\$168	\$13,174	0%	\$0	\$13,174	9	PE
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	5	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	5	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	6	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	8	0%	\$0	\$56	\$0	\$0		\$10,485	9	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,580	2.08%	\$217	\$13,363	8	PE; D2
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	7	8%	\$843	\$0	\$0	\$0	1x award (not included)	\$11,382	6	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$14,512	0%	\$0	\$14,512	7	PE
		<i>Labor Market Median</i>		\$10,539							\$10,830															\$13,363	
		<i>% TTSA is Above or Below Median</i>		-2.24%							2.72%															9.50%	
		<i>Labor Market Mean</i>		\$10,532							\$11,077															\$13,997	
		<i>% TTSA is Above or Below Mean</i>		-2.17%							0.50%															5.20%	
		<i># Of Comparable Matches</i>		13																							T TSA's rank
																											64th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	5	8%	\$661	\$0	\$0	\$0	1x payment (not included)	\$8,926	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$12,509	0%	\$0	\$12,509	4	CWEA Grade II Laboratory Analyst Certificate
Central Contra Costa Sanitary District	Chemist II	\$8,410	\$10,168	2	0%	\$0	\$630	\$254	\$0		\$11,054	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$147	\$0	\$15,985	0%	\$0	\$15,985	1	Lab Analyst II
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Technician level
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Chemist II	\$5,224	\$7,836	7	0%	\$0	\$0	\$250	\$0		\$8,086	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	7	Water Quality Analyst II
Del Norte Sanitation District	Chemist II	\$7,890	\$9,853	3	0%	\$0	\$522	\$246	\$0		\$10,621	3	\$0	\$2,524	\$217	\$31	\$8	\$18	\$0	\$754	\$0	\$14,173	0%	\$0	\$14,173	2	Lab Analyst III
Dublin San Ramon Services District	Environmental Chemist II	\$8,653	\$10,519	1	0%	\$0	\$208	\$0	\$0		\$10,727	2	\$0	\$2,028	\$161	\$30	\$36	\$14	\$50	\$805	\$0	\$13,851	2%	\$210	\$13,640	3	Laboratory Analyst Grade II certificate within two (2) years of employment
El Dorado Irrigation District	Chemist	\$6,304	\$7,663	8	0%	\$0	\$0	\$0	\$0		\$7,663	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$586	\$0	\$10,030	0%	\$0	\$10,030	8	Lab Analyst II
Incline Village General Improvement District	Lab Analyst II	\$5,060	\$7,084	9	0%	\$0	\$213	\$0	\$0		\$7,296	9	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$542	\$0	\$9,130	0%	\$0	\$9,130	9	Lab Analyst II
Mammoth Community Water District	No Comparable Class																										Technician level
Monterey One Water	Lab Analyst II	\$7,220	\$9,214	4	0%	\$0	\$0	\$0	\$553	6% max Grade III and Grade IV	\$9,767	4	\$2,490	inc	inc	inc	\$20	\$19	\$3	\$134	\$0	\$12,432	0.211%	\$19	\$12,413	5	Lab Analyst I cert
Napa Sanitation District	Lab Analyst II	\$6,049	\$8,105	6	0%	\$0	\$100	\$0	\$50		\$8,255	6	\$0	\$1,997	\$174	\$26	\$14	\$28	DNA	\$118	\$0	\$10,613	1.5%	\$122	\$10,491	6	Grade II
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										Technical level
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

<i>Labor Market Median</i>	\$8,660										\$9,011																\$11,452	
<i>% T TSA is Above or Below Median</i>	-4.77%										-0.95%																	8.45%
<i>Labor Market Mean</i>	\$8,805										\$9,184																	\$11,994
<i>% T TSA is Above or Below Mean</i>	-6.54%										-2.89%																	4.12%
<i># Of Comparable Matches</i>	8																											T TSA's rank 55th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chief Plant Operator	\$9,227	\$10,707	6	8%	\$857	\$0	\$0	\$0	1x payment (not included)	\$11,564	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,206	0%	\$0	\$15,206	3	Grade V
Central Contra Costa Sanitary District	Plant Operations Superintendent	\$11,198	\$13,544	1	0%	\$0	\$687	\$339	\$0		\$14,569	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$196	\$0	\$19,549	0%	\$0	\$19,549	1	Grade V
City of Placerville	No Comparable Class																										
City of Roseville	Wastewater Treatment Plant Chief Operator	\$8,132	\$10,897	4	6.197%	\$675	\$327	\$0	\$0		\$11,899	3	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$158	\$100	\$13,721	6.197%	\$675	\$13,046	6	Grade IV with 1 year; Grade V within 1 year
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Operations Manager	\$7,141	\$10,712	5	0%	\$0	\$0	\$250	\$0		\$10,962	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	7	Grade IV
Dales Diablo Sanitation District	Operations Supervisor	\$9,840	\$12,289	2	0%	\$0	\$651	\$307	\$0		\$13,247	2	\$0	\$2,524	\$217	\$31	\$8	\$19	\$0	\$865	\$0	\$16,910	0%	\$0	\$16,910	2	Grade III
Dublin San Ramon Services District	No Comparable Class																										Wastewater Treatment Plant Operations Supervisor is over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Lead
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	3	0%	\$0	\$228	\$0	\$0		\$11,609	4	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	4	Grade IV
Monterey One Water	No Comparable Class																										
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Chief Plant Operator	\$7,656	\$9,771	7	0.055%	\$5	\$0	\$0	\$0		\$9,776	7	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$747	\$117	\$13,315	0%	\$0	\$13,315	5	Grade V
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median	\$11,139									\$11,754														\$13,736		
	% T TSA is Above or Below Median	-4.04%									-1.65%														9.67%		
	Labor Market Mean	\$11,432									\$12,010														\$14,997		
	% T TSA is Above or Below Mean	-6.77%									-3.86%														1.37%		
	# Of Comparable Matches	6																									T TSA's rank 57th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Customer Service Specialist II	\$6,402	\$7,786	1	8%	\$623	\$0	\$0	\$0	1x payment (not included)	\$8,409	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,977	0%	\$0	\$11,977	2	
Central Contra Costa Sanitary District	Accounting Technician II	\$6,150	\$7,433	2	0%	\$0	\$461	\$186	\$0		\$8,080	2	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$108	\$0	\$12,842	0%	\$0	\$12,842	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	13	0%	\$0	\$0	\$98	\$0		\$4,023	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	13	Broad class that includes utility billing
City of Roseville	Finance Technician II	\$3,615	\$5,086	10	6.197%	\$315	\$153	\$127	\$0		\$5,681	7	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	11	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Customer Services Specialist II	\$4,112	\$5,233	8	0%	\$0	\$54	\$250	\$0		\$5,537	8	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	10	
Dales Diablo Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	Customer Services Representative II	\$5,487	\$6,667	4	0%	\$0	\$208	\$0	\$0		\$6,875	4	\$0	\$2,028	\$161	\$30	\$7	\$10	\$31	\$510	\$0	\$9,653	2%	\$133	\$9,520	4	
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	11	0%	\$0	\$0	\$0	\$0		\$4,754	12	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	12	
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Account Clerk II not used
Monterey One Water	Customer Services Representative II	\$5,521	\$7,047	3	0%	\$0	\$0	\$0	\$423	6% max	\$7,470	3	\$2,490	inc	inc	inc	\$16	\$15	\$2	\$102	\$0	\$10,095	0.211%	\$15	\$10,080	3	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Customer Services Representative II	\$3,836	\$4,663	12	0%	\$0	\$0	\$0	\$466	10% max	\$5,129	11	\$2,256	inc	inc	inc	\$17	\$55	\$0	\$357	\$0	\$7,814	0.657%	\$31	\$7,783	9	
South Tahoe Public Utility District	Customer Services Representative II	\$4,136	\$5,279	7	0.055%	\$3	\$0	\$0	\$0		\$5,282	10	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$404	\$117	\$8,477	0%	\$0	\$8,477	8	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Technician	\$4,641	\$6,034	6	0%	\$0	\$33	\$0	\$0		\$6,067	6	\$42	\$2,076	\$122	\$27	\$8	\$13	\$0	\$462	\$0	\$8,816	2.08%	\$126	\$8,690	7	
Truckee Donner Public Utility District	Customer Service Representative	\$4,267	\$5,188	9	1.89%	\$98	\$0	\$29	\$0	1x award (not included)	\$5,315	9	\$0	\$3,081	\$178	\$33	\$38	\$1	\$0	\$397	\$0	\$9,044	0%	\$0	\$9,044	6	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	5	8%	\$494	\$0	\$0	\$0		\$6,675	5	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$9,472	0%	\$0	\$9,472	5	

Labor Market Median	\$5,256
% TTSA is Above or Below Median	32.49%
Labor Market Mean	\$5,624
% TTSA is Above or Below Mean	27.77%
# Of Comparable Matches	12

\$5,609
33.30%
\$5,907
29.75%

\$8,584	
28.33%	
\$8,659	
27.70%	
TTSA's rank	88th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	10	8%	\$1,125	\$0	\$0	\$0	1x payment (not included)	\$15,187	7	\$83	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$18,912	0%	\$0	\$18,912	7	
Central Contra Costa Sanitary District	Director of Engineering and Technical Services	\$16,390	\$20,703	1	0%	\$0	\$687	\$518	\$0		\$21,907	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$300	\$0	\$27,241	0%	\$0	\$27,241	1	PE
City of Placerville	No Comparable Class																										Director of Development Services too broad
City of Roseville	Engineering Manager	\$9,989	\$13,387	12	6.197%	\$830	\$402	\$0	\$0		\$14,618	9	\$1,515	inc	inc	inc	\$40	\$16	\$0	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	13	Division Manager, PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Division Manager level
Delta Diablo Sanitation District	Engineering Services Director/District Engineer	\$14,928	\$18,643	3	0%	\$0	\$988	\$0	\$0		\$19,631	2	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$957	\$0	\$23,397	0%	\$0	\$23,397	2	PE
Dublin San Ramon Services District	Engineering Services Manager	\$19,089	\$19,089	2	0%	\$0	\$208	\$0	\$0		\$19,297	3	\$0	\$2,028	\$161	\$30	\$57	\$23	\$57	\$963	\$0	\$22,617	2%	\$382	\$22,235	3	PE
El Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	9	0%	\$0	\$0	\$0	\$0		\$14,347	11	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	10	PE
Incline Village General Improvement District	No Comparable Class																										Division Manager
Mammoth Community Water District	District Engineer	\$9,341	\$14,730	6	0%	\$0	\$295	\$0	\$0		\$15,024	8	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	9	PE; Wastewater Treatment Plant Operator Grade III, Water Treatment Operator Grade T3 and Water Distribution Operator Grade D3 certifications are desirable.
Monterey One Water	Engineering Manager	\$12,052	\$15,382	5	0%	\$0	\$0	\$0	\$923	6% max	\$16,305	4	\$2,490	inc	inc	inc	\$32	\$19	\$3	\$223	\$0	\$19,071	0.211%	\$32	\$19,039	4	PE
Napa Sanitation District	Technical Services Director/District Engineer	\$10,246	\$13,737	11	0%	\$0	\$250	\$0	\$0		\$13,987	12	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$199	\$0	\$16,447	1.5%	\$206	\$16,241	12	PE
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
South Tahoe Public Utility District	Engineering Department Manager	\$11,413	\$14,567	8	0.055%	\$8	\$0	\$0	\$0		\$14,575	10	\$0	\$2,482	\$142	\$24	\$44	\$47	\$24	\$898	\$256	\$18,492	0%	\$0	\$18,492	8	PE
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	13	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	13	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	11	PE within 1 year
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	4	0%	\$0	\$86	\$0	\$0		\$16,084	5	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,310	2.08%	\$333	\$18,977	6	PE
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Assistant General Manager/District Engineer	\$12,265	\$14,606	7	8%	\$1,168	\$0	\$0	\$0	1x award (not included)	\$15,774	6	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$18,997	0%	\$0	\$18,997	5	PE
Labor Market Median		\$14,668										\$15,399													\$18,735		
% TTSAA is Above or Below Median		-4.31%										-1.40%													0.94%		
Labor Market Mean		\$15,665										\$16,275													\$19,331		
% TTSAA is Above or Below Mean		-11.40%										-7.17%													-2.22%		
# Of Comparable Matches		12																							TTSAA's rank	46th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	4	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	4	
Central Contra Costa Sanitary District	Safety Officer	\$9,257	\$11,198	2	0%	\$0	\$687	\$280	\$0		\$12,165	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$162	\$0	\$17,111	0%	\$0	\$17,111	1	Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Associate Safety Professional (ASP), Graduate Safety Professional (CSP), Occupational Health and Safety Technologist (OHST), and/or Construction Health and Safety Technician (CHST).
City of Placerville	No Comparable Class																										
City of Roseville	Safety Coordinator	\$6,469	\$8,669	6	6.197%	\$537	\$260	\$0	\$0		\$9,466	5	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$11,247	6.197%	\$537	\$10,710	6	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Safety Coordinator	\$5,224	\$7,836	7	0%	\$0	\$0	\$250	\$0		\$8,086	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	7	Occupational Health and Safety (OSHA) 30 certification within 90 days Specific assignments may require possession and maintenance of a valid Nevada Class A CDL driver's license with tanker and combination vehicle endorsements within six (6) months of hire. Certification in one (1) or more of the following areas: Certified Safety Specialist (CSP), Certified Environmental Manager (CEM), Certified Industrial Hygienist (CIH), Occupational Health and Safety Technologist (OHST), Construction Health and Safety Technologist (CHST) within one (1) year. Possess and maintain Incident Command System (ICS) 100/200 within six (6) months of hire and ICS 300 as soon as available.
Delta Diablo Sanitation District	No Comparable Class																										Manager
Dublin San Ramon Services District	Environmental Health and Safety Program Administrator	\$9,772	\$11,876	1	0%	\$0	\$208	\$0	\$0		\$12,084	2	\$0	\$2,028	\$161	\$30	\$41	\$14	\$56	\$859	\$0	\$15,273	2%	\$238	\$15,035	2	Certification as a Certified Safety Professional (CSP) and an Associate Risk Manager (ARM) is
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	5	0%	\$0	\$0	\$0	\$0		\$9,448	6	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	5	Also works on security
Incline Village General Improvement District	Safety Specialist	\$4,854	\$6,796	8	0%	\$0	\$204	\$0	\$0		\$7,000	8	\$1,266	inc	inc	inc	\$0.43	\$20	\$4	\$520	\$0	\$8,810	0%	\$0	\$8,810	8	
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	Safety Officer	\$8,590	\$10,963	3	0%	\$0	\$0	\$0	\$384	3.5% for MA	\$11,347	3	\$2,490	inc	inc	inc	\$23	\$19	\$3	\$159	\$0	\$14,041	0.211%	\$23	\$14,018	3	Regulatory Manager; Safety Training, Fleet Maintenance Officer
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Sawew Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$9,448	\$9,466	\$11,951
% TTSA is Above or Below Median	0.26%	7.47%	13.67%
Labor Market Mean	\$9,541	\$9,942	\$12,532
% TTSA is Above or Below Mean	-0.72%	2.82%	9.47%
# Of Comparable Matches	7		TTSA's rank 50th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	12	8%	\$1,344	\$0	\$0	\$0	1x payment (not included)	\$18,149	9	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$21,942	0%	\$0	\$21,942	9		
Central Contra Costa Sanitary District	General Manager	\$24,833	\$24,833	1	0%	\$0	\$687	\$621	\$1,242	5% for PE	\$27,382	1	\$425	\$4,316	\$205	inc	\$88	\$43	\$0	\$360	\$0	\$32,820	0%	\$0	\$32,820	1		
City of Placerville	No Comparable Class																											
City of Roseville	No Comparable Class																											
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																											
Del Norte Sanitation District	General Manager	\$22,779	\$22,779	3	0%	\$0	\$1,207	\$0	\$0		\$23,986	3	\$0	\$2,524	\$217	\$31	\$38	\$19	\$0	\$1,017	\$0	\$27,831	0%	\$0	\$27,831	2		
Dublin San Ramon Services District	General Manager	\$24,167	\$24,167	2	0%	\$0	\$0	\$0	\$0		\$24,167	2	\$0	\$2,028	\$161	\$30	\$57	\$23	\$57	\$1,037	\$0	\$27,560	2%	\$483	\$27,077	3		
El Dorado Irrigation District	General Manager	\$14,692	\$17,859	9	0%	\$0	\$0	\$0	\$0		\$17,859	11	\$0	\$1,624	\$136	\$17	\$53	\$0	\$0	\$946	\$0	\$20,634	0%	\$0	\$20,634	11		
Incline Village General Improvement District	General Manager	\$15,416	\$15,416	15	0%	\$0	\$771	\$0	\$0		\$16,187	14	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$910	\$0	\$18,401	0%	\$0	\$18,401	15	Licensure or certification as an engineer, public accountant, or similar pertinent professional field is preferred.	
Mammoth Community Water District	General Manager	\$17,167	\$17,167	11	0%	\$0	\$343	\$0	\$0		\$17,510	12	\$0	\$2,096	\$164	\$24	\$53	\$69	DNA	\$249	\$0	\$20,165	0%	\$0	\$20,165	12		
Monterey One Water	General Manager	\$20,833	\$20,833	5	0%	\$0	\$1,562	\$0	\$0		\$22,395	5	\$2,490	inc	inc	inc	\$82	\$19	\$3	\$302	\$0	\$25,291	0.211%	\$44	\$25,247	5	PE desired	
Napa Sanitation District	General Manager	\$17,654	\$17,654	10	0%	\$0	\$250	\$0	\$0		\$17,904	10	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$256	\$0	\$20,421	1.5%	\$265	\$20,156	13	PE	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	14	0%	\$0	\$0	\$0	\$0		\$15,417	15	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0.657%	\$101	\$18,949	14		
South Tahoe Public Utility District	General Manager	\$14,849	\$18,952	7	0.055%	\$10	\$0	\$0	\$0		\$18,962	8	\$0	\$2,482	\$142	\$24	\$50	\$57	\$31	\$961	\$334	\$23,043	0%	\$0	\$23,043	7		
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	6	0%	\$0	\$0	\$0	\$0		\$20,166	6	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	6	PE desired	
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	8	0%	\$0	\$852	\$0	\$0		\$19,611	7	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$22,876	2.08%	\$390	\$22,486	8		
Truckee Donner Public Utility District	General Manager	\$22,158	\$22,158	4	1.89%	\$419	\$0	\$29	\$0		\$22,606	4	\$0	\$3,081	\$178	\$33	\$163	\$6	\$0	\$1,008	\$0	\$27,075	0%	\$0	\$27,075	4	5% added to base for Water Utility Manager duties	
Truckee Sanitary District	General Manager	\$16,134	\$16,134	13	8%	\$1,291	\$0	\$0	\$0	1x award (not included)	\$17,425	13	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$20,669	0%	\$0	\$20,669	10	PE	
Labor Market Median		\$18,856																										\$19,287
% TTSA is Above or Below Median		-12.20%																										-6.27%
Labor Market Mean		\$19,450																										\$20,113
% TTSA is Above or Below Mean		-15.74%																										-10.82%
# Of Comparable Matches		14																										TTSA's rank
																												40th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	13	8%	\$796	\$0	\$0	\$0	1x payment (not included)	\$10,744	13	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$14,368	0%	\$0	\$14,368	9	
Central Contra Costa Sanitary District	Human Resources Manager	\$11,900	\$14,464	3	0%	\$0	\$687	\$362	\$0		\$15,512	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$210	\$0	\$20,756	0%	\$0	\$20,756	1	Supervises 5 staff
City of Placerville	No Comparable Class																										City Clerk/Human Resources Officer
City of Roseville	Human Resources Manager	\$7,367	\$9,872	14	6.197%	\$612	\$296	\$0	\$0		\$10,780	11	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$143	\$100	\$12,583	6.197%	\$612	\$11,972	14	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Human Resources Manager	\$7,998	\$11,995	7	0%	\$0	\$0	\$250	\$0		\$12,245	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	11	
Dales Diablo Sanitation District	Human Resources Manager	\$10,565	\$13,194	4	0%	\$0	\$699	\$0	\$0		\$13,893	4	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$878	\$0	\$17,580	0%	\$0	\$17,580	4	Supervises 1 staff
Dublin San Ramon Services District	Human Resources and Risk Supervisor	\$12,117	\$14,728	2	0%	\$0	\$208	\$0	\$0		\$14,936	3	\$0	\$2,028	\$161	\$30	\$51	\$14	\$57	\$900	\$0	\$18,177	2%	\$295	\$17,882	2	Supervises 3 staff
El Dorado Irrigation District	Human Resources Manager	\$9,967	\$12,114	6	0%	\$0	\$0	\$0	\$0		\$12,114	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$862	\$0	\$14,757	0%	\$0	\$14,757	8	
Incline Village General Improvement District	Director of Human Resources	\$8,302	\$11,623	8	0%	\$0	\$581	\$0	\$0		\$12,205	7	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	10	
Mammoth Community Water District	Human Resources Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	3	
Monterey One Water	Director of Employee Services	\$13,167	\$13,167	5	0%	\$0	\$0	\$0	\$461	3.5% for MA	\$13,628	5	\$2,490	inc	inc	inc	\$28	\$19	\$4	\$191	\$0	\$16,359	0.211%	\$28	\$16,331	5	
Napa Sanitation District	No Comparable Class																										Clerk of the Board/Human Resources Officer
North Tahoe Public Utility District	Human Resources Manager	\$6,572	\$7,988	15	0%	\$0	\$0	\$0	\$0		\$7,988	15	\$125	\$2,231	\$134	\$34	\$17	\$95	\$0	\$611	\$0	\$11,234	0.657%	\$52	\$11,181	15	Does not supervise
South Tahoe Public Utility District	Human Resources Director	\$9,028	\$11,522	9	0.055%	\$6	\$0	\$0	\$0		\$11,528	9	\$0	\$2,482	\$142	\$24	\$35	\$37	\$19	\$854	\$203	\$15,323	0%	\$0	\$15,323	7	Supervises 1 staff
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	11	0%	\$0	\$55	\$0	\$0		\$10,177	14	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,247	2.08%	\$211	\$13,037	13	
Truckee Donner Public Utility District	Human Resources and Risk Manager	\$9,002	\$10,942	10	1.89%	\$207	\$0	\$29	\$0		\$11,178	10	\$0	\$3,081	\$178	\$33	\$80	\$3	\$0	\$837	\$0	\$15,390	0%	\$0	\$15,390	6	
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	12	8%	\$796	\$0	\$0	\$0	1x award (not included)	\$10,745	12	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,830	0%	\$0	\$13,830	12	

Labor Market Median	\$11,809	\$12,159	\$15,040
% T TSA is Above or Below Median	-18.71%	-13.17%	-4.68%
Labor Market Mean	\$11,886	\$12,282	\$15,311
% T TSA is Above or Below Mean	-19.49%	-14.32%	-6.56%
# Of Comparable Matches	14		T TSA's rank 67th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	2	8%	\$855	\$0	\$0	\$0	1x payment (not included)	\$11,543	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,185	0%	\$0	\$15,185	2	Electrical Instrumentation Technology Grade IV
Central Contra Costa Sanitary District	Instrument Shop Supervisor	\$9,932	\$12,028	1	0%	\$0	\$687	\$301	\$0		\$13,015	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$174	\$0	\$17,973	0%	\$0	\$17,973	1	
City of Placerville	No Comparable Class																										
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	4	6.197%	\$627	\$304	\$0	\$0		\$11,052	3	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$147	\$100	\$12,860	6.197%	\$627	\$12,233	5	Over mechanical/electrical
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	6	0%	\$0	\$54	\$250	\$0		\$7,135	6	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	6	Plant Maintenance Technoloaist III
Dales Diablo Sanitation District	No Comparable Class																										Maintenance Supervisor over mechanics also
Dublin San Ramon Services District	No Comparable Class																										Senior Electrical Engineer, Electrical and Instrumentation Supervisor not budgeted
El Dorado Irrigation District	No Comparable Class																										Engineer
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Plant Technician Instrumentation Supervisor	\$6,861	\$10,334	3	0%	\$0	\$207	\$0	\$0		\$10,541	4	\$0	\$2,096	\$164	\$24	\$53	\$41	DNA	\$150	\$0	\$13,070	0%	\$0	\$13,070	3	Plant Maintenance Mechanical Technologist of Plant Instrumentation Technician; Water Distribution Operator cert
Monterey One Water	No Comparable Class																										
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$7,217	\$9,211	5	0.055%	\$5	\$0	\$0	\$0		\$9,216	5	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$705	\$117	\$12,712	0%	\$0	\$12,712	4	Electrical/Instrumentation Technician Grade II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$10,121	\$10,541	\$12,712
% TTSA is Above or Below Median	5.31%	8.68%	16.29%
Labor Market Mean	\$9,705	\$10,192	\$13,014
% TTSA is Above or Below Mean	9.20%	11.71%	14.30%
# Of Comparable Matches	5		TTSA's rank 67th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	4	8%	\$720	\$0	\$0	\$0	1x payment (not included)	\$9,722	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$13,323	0%	\$0	\$13,323	3	Electrical Instrumentation Technology Grade II
Central Contra Costa Sanitary District	Instrument Technician	\$8,372	\$10,123	2	0%	\$0	\$628	\$253	\$0		\$11,004	2	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$147	\$0	\$15,805	0%	\$0	\$15,805	1	
City of Placerville	No Comparable Class																										
City of Roseville	Instrumentation and Control Technician	\$8,499	\$11,959	1	6.197%	\$741	\$459	\$0	\$0		\$13,159	1	\$1,515	inc	inc	inc	\$36	\$25	\$0	\$173	\$100	\$15,008	6.197%	\$741	\$14,267	2	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Electrician/Instrumentation Technician II	\$4,444	\$5,656	11	0%	\$0	\$54	\$250	\$0		\$5,960	11	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	11	
Delia Diablo Sanitation District	Electrical/Instrumentation Technician II	\$7,088	\$8,853	6	0%	\$0	\$469	\$221	\$0		\$9,543	5	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$677	\$0	\$13,016	0%	\$0	\$13,016	5	
Dublin San Ramon Services District	Instrument Technician	\$8,281	\$10,067	3	0%	\$0	\$208	\$0	\$0		\$10,275	3	\$0	\$2,028	\$161	\$30	\$7	\$14	\$48	\$770	\$0	\$13,333	2%	\$201	\$13,132	4	Electrical and Instrumentation Technician II
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	9	0%	\$0	\$0	\$0	\$0		\$7,289	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	10	CWEA Grade II PM Electrical/Instrumentation
Incline Village General Improvement District	Senior Electrician/Instrumentation	\$5,886	\$8,240	7	0%	\$0	\$247	\$0	\$0		\$8,487	7	\$1,266	inc	inc	inc	\$0.43	\$24	\$4	\$630	\$0	\$10,412	0%	\$0	\$10,412	8	Electrical and Instrumentation Technician II
Mammoth Community Water District	Instrumentation Technician	\$4,959	\$7,086	10	0%	\$0	\$142	\$0	\$0		\$7,228	10	\$0	\$2,096	\$164	\$24	\$45	\$28	DNA	\$103	\$0	\$9,688	0%	\$0	\$9,688	9	Also inspects backflow devices; Backflow Prevention Tester certification
Monterey One Water	Electrical/Instrumentation Technician II	\$7,047	\$8,995	5	0%	\$0	\$0	\$0	\$540	6% max	\$9,535	6	\$2,490	inc	inc	inc	\$20	\$19	\$3	\$130	\$0	\$12,196	0.211%	\$19	\$12,177	6	Grade II Electrical/Instrumentation Technician cert
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$6,044	\$7,714	8	0.055%	\$4	\$0	\$0	\$0		\$7,718	8	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$590	\$117	\$11,100	0%	\$0	\$11,100	7	Electrical and Instrumentation Technician II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		\$8,546								\$9,011																	
% TTSA is Above or Below Median		5.06%								7.32%																	
Labor Market Mean		\$8,598								\$9,020																	
% TTSA is Above or Below Mean		4.49%								7.22%																	
# Of Comparable Matches		10																								TTSA's rank 73rd percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	7	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	5	
Central Contra Costa Sanitary District	Information Technology Manager	\$14,855	\$18,056	1	0%	\$0	\$687	\$451	\$0		\$19,194	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,490	0%	\$0	\$24,490	1	
City of Placerville	Director of Information Technology	\$5,661	\$6,881	11	0%	\$0	\$0	\$172	\$0		\$7,053	11	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$526	\$0	\$9,814	0%	\$0	\$9,814	11	
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	9	6.197%	\$687	\$332	\$0	\$0		\$12,100	9	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$161	\$100	\$13,925	6.197%	\$687	\$13,238	10	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Information Technology	\$7,998	\$11,995	6	0%	\$0	\$0	\$250	\$0		\$12,245	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	9	
Delta Diablo Sanitation District	Information Technology Manager	\$11,059	\$13,812	4	0%	\$0	\$732	\$0	\$0		\$14,544	3	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$887	\$0	\$18,240	0%	\$0	\$18,240	3	
Dublin San Ramon Services District	No Comparable Class																										Supervisor
El Dorado Irrigation District	Director of Information Technology	\$10,268	\$12,482	5	0%	\$0	\$0	\$0	\$0		\$12,482	6	\$0	\$1,624	\$136	\$17	\$45	\$0	\$0	\$868	\$0	\$15,172	0%	\$0	\$15,172	6	
Incline Village General Improvement District	Director of Information Technology	\$8,302	\$11,623	8	0%	\$0	\$581	\$0	\$0		\$12,205	8	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	8	
Mammoth Community Water District	Information Systems Manager	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	4	
Monterey One Water	No Comparable Class																										IS Manager does not supervise
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Information Technology Manager	\$8,607	\$10,985	10	0.055%	\$6	\$0	\$0	\$0		\$10,991	10	\$0	\$2,482	\$142	\$24	\$33	\$36	\$18	\$840	\$193	\$14,759	0%	\$0	\$14,759	7	
Sawyer Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Information Technology Director-CIO	\$11,489	\$13,964	3	1.89%	\$264	\$0	\$29	\$0		\$14,257	4	\$0	\$3,081	\$178	\$33	\$103	\$4	\$0	\$889	\$0	\$18,545	0%	\$0	\$18,545	2	
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$12,239	\$12,363	\$14,966
% TTSA is Above or Below Median	-2.98%	3.67%	9.33%
Labor Market Mean	\$12,561	\$13,009	\$16,057
% TTSA is Above or Below Mean	-5.70%	-1.36%	2.72%
# Of Comparable Matches	10		TTSA's rank 55th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	6	8%	\$685	\$0	\$0	\$0	1x payment (not included)	\$9,253	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,844	0%	\$0	\$12,844	6	
Central Contra Costa Sanitary District	Information Technology Analyst II	\$9,888	\$11,977	2	0%	\$0	\$687	\$299	\$0		\$12,963	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$174	\$0	\$17,792	0%	\$0	\$17,792	1	No SCADA
City of Placerville	No Comparable Class																										IT Analyst- AA, No SCADA
City of Roseville	Information Technology Analyst II	\$5,329	\$7,498	9	6.197%	\$465	\$225	\$187	\$0		\$8,375	7	\$1,515	inc	inc	inc	\$22	\$20	\$0	\$109	\$100	\$10,141	6.197%	\$465	\$9,677	9	No SCADA
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Systems Analyst II	\$4,751	\$7,128	11	0%	\$0	\$0	\$250	\$0		\$7,378	10	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	10	
Dales Diablo Sanitation District	Computer Analyst	\$8,271	\$10,330	4	0%	\$0	\$547	\$258	\$0		\$11,135	3	\$0	\$2,524	\$217	\$31	\$8	\$19	\$0	\$790	\$0	\$14,724	0%	\$0	\$14,724	4	
Dublin San Ramon Services District	Information Technology Analyst II	\$9,916	\$12,053	1	0%	\$0	\$208	\$0	\$0		\$12,261	2	\$0	\$2,028	\$161	\$30	\$41	\$14	\$57	\$861	\$0	\$15,454	2%	\$241	\$15,213	2	
El Dorado Irrigation District	Information Technology Analyst II	\$6,828	\$8,299	8	0%	\$0	\$0	\$0	\$0		\$8,299	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$635	\$0	\$10,714	0%	\$0	\$10,714	8	No SCADA
Incline Village General Improvement District	Network Administrator	\$5,097	\$7,136	10	0%	\$0	\$214	\$0	\$0		\$7,350	11	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$546	\$0	\$9,187	0%	\$0	\$9,187	11	
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	SCADA Analyst	\$7,769	\$9,916	5	0%	\$0	\$0	\$0	\$595	6% max	\$10,511	5	\$2,490	inc	inc	inc	\$21	\$19	\$3	\$144	\$0	\$13,188	0.211%	\$21	\$13,167	5	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Network/Telecommunications Systems Administrator II	\$6,518	\$8,319	7	0.055%	\$5	\$0	\$0	\$0		\$8,324	8	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$636	\$117	\$11,751	0%	\$0	\$11,751	7	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	IT/SCADA Engineer	\$8,573	\$10,421	3	1.89%	\$197	\$0	\$29	\$0		\$10,647	4	\$0	\$3,081	\$178	\$33	\$77	\$3	\$0	\$797	\$0	\$14,816	0%	\$0	\$14,816	3	
Truckee Sanitary District	No Comparable Class																										GIS/IT Specialist

Labor Market Median	\$9,118	\$9,443	\$12,459
% TTSA is Above or Below Median	-6.41%	-2.05%	2.99%
Labor Market Mean	\$9,308	\$9,724	\$12,641
% TTSA is Above or Below Mean	-8.63%	-5.09%	1.58%
# Of Comparable Matches	10		TTSA's rank 45th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	5	8%	\$458	\$0	\$0	\$0	1x payment (not included)	\$6,187	4	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,694	0%	\$0	\$9,694	4	
Central Contra Costa Sanitary District	Materials Coordinator	\$6,295	\$7,600	2	0%	\$0	\$471	\$190	\$0		\$8,261	2	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$110	\$0	\$13,026	0%	\$0	\$13,026	1	
City of Placerville	No Comparable Class																										
City of Roseville	Warehouse Worker II	\$3,378	\$4,754	8	6.197%	\$295	\$143	\$119	\$0		\$5,310	7	\$1,515	inc	inc	inc	\$14	\$13	\$0	\$69	\$100	\$7,021	6.197%	\$295	\$6,726	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Warehouse Technician	\$3,841	\$4,888	7	0%	\$0	\$54	\$244	\$0		\$5,187	8	\$1,848	inc	inc	inc	inc	\$0	\$0	\$71	\$0	\$7,105	0%	\$0	\$7,105	7	
Dales Diablo Sanitation District	Warehouse Technician II	\$6,902	\$8,619	1	0%	\$0	\$457	\$215	\$0		\$9,291	1	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$659	\$0	\$12,746	0%	\$0	\$12,746	2	
Dublin San Ramon Services District	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Materials Technician help with specs
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	Storeroom Clerk	\$5,177	\$6,607	3	0%	\$0	\$0	\$0	\$396	6% max	\$7,003	3	\$2,490	inc	inc	inc	\$15	\$14	\$2	\$96	\$0	\$9,620	0.211%	\$14	\$9,606	5	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Shipping and Receiving Clerk	\$4,301	\$5,489	6	0.055%	\$3	\$0	\$0	\$0		\$5,492	6	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$420	\$117	\$8,703	0%	\$0	\$8,703	6	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Warehouse/Utility Worker	\$4,940	\$6,004	4	1.89%	\$113	\$0	\$29	\$0		\$6,147	5	\$0	\$3,081	\$178	\$33	\$44	\$2	\$0	\$459	\$0	\$9,944	0%	\$0	\$9,944	3	
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median	\$6,004										\$6,147													\$9,606		
	% T TSA is Above or Below Median	-4.80%										0.65%													0.91%		
	Labor Market Mean	\$6,280										\$6,670													\$9,694		
	% T TSA is Above or Below Mean	-9.62%										-7.80%													0.00%		
	# Of Comparable Matches	7																								T TSA's rank	50th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	5	8%	\$857	\$0	\$0	\$0	1x payment (not included)	\$11,564	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,206	0%	\$0	\$15,206	4	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.
Central Contra Costa Sanitary District	Lab Superintendent	\$11,472	\$13,866	1	0%	\$0	\$687	\$347	\$0		\$14,899	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$201	\$0	\$19,884	0%	\$0	\$19,884	1	Lab Analyst IV cert
City of Placerville	Lab Director	\$5,339	\$6,489	9	0%	\$0	\$0	\$162	\$0		\$6,651	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$496	\$0	\$9,382	0%	\$0	\$9,382	9	Lab Analyst II cert
City of Roseville	Water Quality Lab Supervisor	\$6,468	\$8,668	8	6.197%	\$537	\$260	\$0	\$0		\$9,465	8	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$11,246	6.197%	\$537	\$10,709	8	Lab Analyst II cert
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Lab Manager	\$6,374	\$9,561	7	0%	\$0	\$0	\$250	\$0		\$9,811	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$139	\$0	\$11,841	0%	\$0	\$11,841	7	Wastewater Quality Analyst IV within 9 months
Dales Diablo Sanitation District	Lab Manager	\$11,059	\$13,811	2	0%	\$0	\$732	\$0	\$0		\$14,543	2	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$887	\$0	\$18,239	0%	\$0	\$18,239	2	
Dublin San Ramon Services District	Lab Supervisor	\$11,253	\$13,678	3	0%	\$0	\$208	\$0	\$0		\$13,886	3	\$0	\$2,028	\$161	\$30	\$47	\$14	\$57	\$885	\$0	\$17,108	2%	\$274	\$16,834	3	Laboratory Analyst/ Water Quality Analyst Level III certificate within 6 months; Laboratory Analyst
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Lab Technician reports to Water/Wastewater Operations Supervisor
Monterey One Water	Lab Supervisor	\$8,783	\$11,209	4	0%	\$0	\$0	\$0	\$673	6% max	\$11,882	4	\$2,490	inc	inc	inc	\$24	\$19	\$3	\$163	\$0	\$14,580	0.211%	\$24	\$14,556	5	Lab Analyst III cert
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Lab Director	\$8,128	\$10,374	6	0.055%	\$6	\$0	\$0	\$0		\$10,380	6	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$794	\$183	\$14,085	0%	\$0	\$14,085	6	Lab Technologist III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		\$10,792										\$11,131													\$14,321		
% TTSA is Above or Below Median		-0.79%										3.74%													5.82%		
Labor Market Mean		\$10,957										\$11,440													\$14,441		
% TTSA is Above or Below Mean		-2.34%										1.07%													5.03%		
# Of Comparable Matches		8																								TTSA's rank 55th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	3	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	3	Grade IV Mechanical Technologist
Central Contra Costa Sanitary District	Plant Maintenance Division Manager	\$14,855	\$18,057	1	0%	\$0	\$687	\$451	\$0		\$19,195	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,491	0%	\$0	\$24,491	1	Reports to Deputy General Manager
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Wastewater Utility Manager over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance
Del Norte Sanitation District	No Comparable Class																										Operations Manager is a division manager and reports to Resources Recovery Services Director
Dublin San Ramon Services District	No Comparable Class																										Operations Manager over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Water and Wastewater Maintenance Superintendent	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	
Monterey One Water	No Comparable Class																										Over operations and maintenance
Napa Sanitation District	No Comparable Class																										Operations Services Director is over operations and maintenance
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		2																									
																						TTSA's rank		Insuff Data			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employee (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	6	8%	\$563	\$0	\$0	\$0	1x payment (not included)	\$7,599	7	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$11,145	0%	\$0	\$11,145	5	Grade II Mechanical Technologist	
Central Contra Costa Sanitary District	Mechanical Maintenance Technician II	\$7,600	\$9,211	1	0%	\$0	\$571	\$230	\$0		\$10,012	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$134	\$0	\$14,801	0%	\$0	\$14,801	1		
City of Placerville	Senior Maintenance Mechanic	\$5,126	\$6,231	9	0%	\$0	\$0	\$156	\$0		\$6,387	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$477	\$0	\$9,098	0%	\$0	\$9,098	8	Possession of the California Water Environment Association (CWEA) Laboratory Analyst Grade II certificate.	
City of Roseville	Plant and Equipment Mechanic II	\$4,964	\$6,985	7	6.197%	\$433	\$310	\$0	\$0		\$7,727	6	\$1,515	inc	inc	inc	\$21	\$17	\$0	\$101	\$100	\$9,482	6.197%	\$433	\$9,049	9		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Mechanic II	\$4,444	\$5,656	11	0%	\$0	\$54	\$250	\$0		\$5,960	11	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	11	Grade II Plant Maintenance Technologist within 2 years	
Delta Diablo Sanitation District	Maintenance Mechanic II	\$6,902	\$8,619	3	0%	\$0	\$457	\$215	\$0		\$9,291	2	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$659	\$0	\$12,746	0%	\$0	\$12,746	2	Mechanical Technologist II	
Dublin San Ramon Services District	Mechanic II	\$7,447	\$9,053	2	0%	\$0	\$208	\$0	\$0		\$9,261	3	\$0	\$2,028	\$161	\$30	\$7	\$14	\$43	\$693	\$0	\$12,237	2%	\$181	\$12,055	3	Grade II within 2 years	
El Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	10	0%	\$0	\$0	\$0	\$0		\$6,159	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	10	CWEA Plant Maintenance Grade I	
Incline Village General Improvement District	No Comparable Class																										split between several classifications	
Mammoth Community Water District	Mechanical Maintenance Worker II	\$3,864	\$5,304	12	0%	\$0	\$106	\$0	\$0		\$5,410	12	\$0	\$2,096	\$164	\$24	\$34	\$21	DNA	\$77	\$0	\$7,826	0%	\$0	\$7,826	12	Grade II Collection Maintenance Technician or Grade II Water Distribution Operator	
Monterey One Water	Maintenance Mechanic II	\$6,646	\$8,483	5	0%	\$0	\$0	\$0	\$509	6% max	\$8,992	4	\$2,490	inc	inc	inc	\$19	\$18	\$2	\$123	\$0	\$11,644	0.211%	\$18	\$11,626	4	Class B, Mechanical Technologist II	
Napa Sanitation District	Equipment Maintenance Specialist II	\$6,396	\$8,578	4	0%	\$0	\$100	\$0	\$50	Grade III and Grade IV	\$8,728	5	\$0	\$1,997	\$174	\$26	\$14	\$30	DNA	\$124	\$0	\$11,094	1.5%	\$129	\$10,966	6	Grade II Mechanical Technologist cert	
North Tahoe Public Utility District	No Comparable Class																											
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$5,012	\$6,397	8	0.055%	\$4	\$0	\$0	\$0		\$6,401	8	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$489	\$117	\$9,681	0%	\$0	\$9,681	7	Maintenance Mechanical Technologist II	
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		<i>Labor Market Median</i>		\$6,985							\$7,727															\$9,681		
		<i>% TTSA is Above or Below Median</i>		0.72%							-1.69%															13.13%		
		<i>Labor Market Mean</i>		\$7,334							\$7,666															\$10,377		
		<i>% TTSA is Above or Below Mean</i>		-4.24%							-0.89%															6.89%		
		<i># Of Comparable Matches</i>		11																								
																											<i>TTSA's rank</i>	<i>58th percentile</i>

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	4	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	3	Grade V	
Central Contra Costa Sanitary District	Plant Operations Division Manager	\$14,855	\$18,057	1	0%	\$0	\$687	\$451	\$0		\$19,195	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,491	0%	\$0	\$24,491	1	Wastewater Treatment V; Reports to Deputy General Manager	
City of Placerville	No Comparable Class																											
City of Roseville	No Comparable Class																										Wastewater Utility Manager over operations and maintenance	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance	
Delta Diablo Sanitation District	No Comparable Class																										Operations Manager is a division manager and reports to Resources Recovery Services Director	
Dublin San Ramon Services District	No Comparable Class																										Operations Manager over operations and maintenance	
El Dorado Irrigation District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro	
Incline Village General Improvement District	No Comparable Class																										Director of Public Works over utilities, engineering, buildings, fleet and resource conservation	
Mammoth Community Water District	Water and Wastewater Operations Superintendent	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	Over water and wastewater; Possession of the appropriate certification issued by the California Department of Health Services and the State Water Resources Control Board.	
Monterey One Water	No Comparable Class																										Over operations and maintenance	
Napa Sanitation District	No Comparable Class																										Operations Services Director is over operations and maintenance	
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager	
South Tahoe Public Utility District	Manager of Plant Operations	\$9,556	\$12,196	3	0.055%	\$7	\$0	\$0	\$0		\$12,203	4	\$0	\$2,482	\$142	\$24	\$37	\$40	\$20	\$863	\$215	\$16,025	0%	\$0	\$16,025	4	Over operations and maintenance; Possession of a California Wastewater Grade V State Certification is required within 18 months of appointment.	
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		Labor Market Median		\$14,730							\$15,024															\$17,635		
		% TTSA is Above or Below Median		-23.95%							-17.06%															-6.84%		
		Labor Market Mean		\$14,994							\$15,474															\$19,383		
		% TTSA is Above or Below Mean		-26.17%							-20.56%															-17.43%		
		# Of Comparable Matches		3																							TTSA's rank	25th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	2	8%	\$686	\$0	\$0	\$0	1x payment (not included)	\$9,267	2	\$63	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,858	0%	\$0	\$12,858	2	Grade III	
Central Contra Costa Sanitary District	Shift Supervisor	\$9,932	\$12,028	1	0%	\$0	\$687	\$301	\$0		\$13,015	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$174	\$0	\$17,973	0%	\$0	\$17,973	1	Grade IV	
City of Placerville	No Comparable Class																										Over operations and maintenance	
City of Roseville	No Comparable Class																											
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	4	0%	\$0	\$54	\$250	\$0		\$7,135	4	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	4	Grade III	
Del Norte Sanitation District	No Comparable Class																											
Dublin San Ramon Services District	No Comparable Class																											
El Dorado Irrigation District	No Comparable Class																											
Incline Village General Improvement District	No Comparable Class																											
Mammoth Community Water District	No Comparable Class																											
Monterey One Water	No Comparable Class																											
Napa Sanitation District	No Comparable Class																											
North Tahoe Public Utility District	No Comparable Class																											
South Tahoe Public Utility District	Operations Supervisor	\$6,365	\$8,124	3	0.055%	\$4	\$0	\$0	\$0		\$8,128	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$621	\$117	\$11,541	0%	\$0	\$11,541	3	assigned to a shift; Grade IV	
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		Labor Market Median	\$8,124								\$8,128														\$11,541			
		% TTSA is Above or Below Median	5.33%								12.29%														10.24%			
		Labor Market Mean	\$6,994								\$9,426															\$12,866		
		% TTSA is Above or Below Mean	-4.82%								-1.71%															-0.06%		
		# Of Comparable Matches	3																							TTSA's rank	50th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	3	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	3	Grade IV
Central Contra Costa Sanitary District	No Comparable Class																										
City of Placerville	No Comparable Class																										Over operations and maintenance of plant and collection system
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
Delta Diablo Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Over operations and maintenance
Incline Village General Improvement District	No Comparable Class																										Over operations and maintenance
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	1	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	2	Grade IV
Monterey One Water	Operations Supervisor	\$8,494	\$10,840	2	0%	\$0	\$0	\$0	\$650	6% max	\$11,490	2	\$2,490	inc	inc	inc	\$23	\$19	\$3	\$157	\$0	\$14,183	0.211%	\$23	\$14,160	1	Grade IV
Napa Sanitation District	No Comparable Class																										Over operations and maintenance
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median	Insuff Data									Insuff Data																
	% TTSA is Above or Below Median	---									---																
	Labor Market Mean	Insuff Data									Insuff Data																
	% TTSA is Above or Below Mean	---									---																
	# Of Comparable Matches	2																									
																											TTSA's rank
																											Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operator III	\$6,696	\$7,769	6	8%	\$622	\$0	\$0	\$0	1x payment (not included)	\$8,391	5	\$63	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,958	0%	\$0	\$11,958	5	Grade III
Central Contra Costa Sanitary District	Plant Operator III	\$8,170	\$9,888	1	0%	\$0	\$613	\$247	\$0		\$10,748	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$143	\$0	\$15,546	0%	\$0	\$15,546	1	Grade III
City of Placerville	No Comparable Class																										Operator III is a supervisor
City of Roseville	Wastewater Treatment Plant Operator Grade III	\$4,754	\$6,689	11	6.197%	\$415	\$201	\$167	\$201	3% max cert pay	\$7,672	8	\$1,515	inc	inc	inc	\$20	\$18	\$0	\$97	\$100	\$9,422	6.197%	\$415	\$9,008	11	24 hour salary used, Grade III
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Wastewater Plant Operator III	\$4,444	\$5,656	12	0%	\$0	\$54	\$250	\$0		\$5,960	12	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	12	Grade III
Delta Diablo Sanitation District	Wastewater Treatment Plant Operator III	\$7,592	\$9,481	3	0%	\$0	\$502	\$237	\$0		\$10,220	3	\$0	\$2,524	\$217	\$31	\$8	\$18	\$0	\$725	\$0	\$13,743	0%	\$0	\$13,743	2	Grade III
Dublin San Ramon Services District	Senior Wastewater Treatment Plant Operator III	\$8,033	\$9,764	2	0%	\$0	\$208	\$0	\$0		\$9,972	4	\$0	\$2,028	\$161	\$30	\$7	\$14	\$46	\$747	\$0	\$13,005	2%	\$195	\$12,810	4	Grade III
El Dorado Irrigation District	Wastewater Treatment Plant Operator III	\$5,821	\$7,074	8	0%	\$0	\$0	\$0	\$0		\$7,074	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$541	\$0	\$9,395	0%	\$0	\$9,395	10	Grade III
Incline Village General Improvement District	Water/Wastewater Operator III	\$5,471	\$7,660	7	0%	\$0	\$230	\$0	\$0		\$7,890	7	\$1,266	inc	inc	inc	\$0.43	\$22	\$4	\$586	\$0	\$9,769	0%	\$0	\$9,769	8	Grade III Water Treatment and Grade III Wastewater Treatment certification from State of Nevada Division of Environmental Protection (NDEP).
Mammoth Community Water District	Water/Wastewater Treatment Plant Operator III	\$5,122	\$6,890	10	0%	\$0	\$138	\$0	\$0		\$7,028	10	\$0	\$2,096	\$164	\$24	\$44	\$28	DNA	\$100	\$0	\$9,484	0%	\$0	\$9,484	9	Grade III and Grade III Water Treatment Operator
Monterey One Water	Senior Operator	\$7,400	\$9,445	4	0%	\$0	\$0	\$236	\$567	6% max Grade IV and Grade V	\$10,248	2	\$2,490	inc	inc	inc	\$21	\$19	\$3	\$137	\$0	\$12,917	0.211%	\$20	\$12,897	3	Grade III, Class B
Napa Sanitation District	Operator III	\$5,855	\$7,852	5	0%	\$0	\$100	\$0	\$50		\$8,002	6	\$0	\$1,997	\$174	\$26	\$14	\$27	DNA	\$114	\$0	\$10,355	1.5%	\$118	\$10,237	7	Grade III
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operator III	\$5,499	\$7,018	9	0.055%	\$4	\$0	\$0	\$0		\$7,022	11	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$537	\$117	\$10,350	0%	\$0	\$10,350	6	Grade III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$7,660	\$7,890	\$10,237
% TTSA is Above or Below Median	1.41%	5.97%	14.39%
Labor Market Mean	\$7,947	\$8,349	\$11,012
% TTSA is Above or Below Mean	-2.29%	0.50%	7.92%
# Of Comparable Matches	11		TTSA's rank 58th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Purchasing Agent	\$5,593	\$6,803	4	8%	\$544	\$0	\$0	\$0	1x payment (not included)	\$7,347	3	\$83	\$2,942	\$211	\$100	\$36	\$0	\$68	\$99	\$0	\$10,886	0%	\$0	\$10,886	3	
Central Contra Costa Sanitary District	Buyer	\$6,920	\$8,372	1	0%	\$0	\$519	\$209	\$0		\$9,100	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$121	\$0	\$13,877	0%	\$0	\$13,877	1	
City of Placerville	No Comparable Class																										
City of Roseville	Administrative Technician	\$3,872	\$5,448	9	6.197%	\$338	\$163	\$136	\$0		\$6,085	8	\$1,515	inc	inc	inc	\$16	\$15	\$0	\$79	\$100	\$7,810	6.197%	\$338	\$7,473	10	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
Dales Diablo Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	No Comparable Class																										Buyer not budgeted
El Dorado Irrigation District	Administrative Technician	\$4,449	\$5,410	10	0%	\$0	\$0	\$0	\$0		\$5,410	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$414	\$0	\$7,604	0%	\$0	\$7,604	9	
Incline Village General Improvement District	Administrative Technician	\$3,129	\$4,381	11	0%	\$0	\$131	\$0	\$0		\$4,512	11	\$1,266	inc	inc	inc	\$0.43	\$13	\$4	\$335	\$0	\$6,131	0%	\$0	\$6,131	11	
Mammoth Community Water District	Purchasing Agent	\$4,358	\$6,247	7	0%	\$0	\$125	\$0	\$0		\$6,372	7	\$0	\$2,096	\$164	\$24	\$40	\$25	DNA	\$91	\$0	\$8,812	0%	\$0	\$8,812	7	
Monterey One Water	Procurement Specialist	\$5,609	\$7,158	2	0%	\$0	\$0	\$0	\$429	6% max	\$7,587	2	\$2,490	inc	inc	inc	\$16	\$15	\$2	\$104	\$0	\$10,214	0.211%	\$15	\$10,199	4	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Purchasing Technician II	\$4,528	\$5,504	8	0%	\$0	\$0	\$0	\$550	10% max	\$6,054	9	\$2,256	inc	inc	inc	\$17	\$65	\$0	\$421	\$0	\$8,813	0.657%	\$36	\$8,777	8	
South Tahoe Public Utility District	No Comparable Class																										Purchasing Agent requires BA
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Technician	\$4,878	\$6,341	6	0%	\$0	\$34	\$0	\$0		\$6,375	6	\$42	\$2,076	\$122	\$27	\$8	\$14	\$0	\$485	\$0	\$9,149	2.08%	\$132	\$9,017	6	
Truckee Donner Public Utility District	Buyer/Clerk	\$5,862	\$7,126	3	1.89%	\$135	\$0	\$29	\$0		\$7,290	4	\$0	\$3,081	\$178	\$33	\$52	\$2	\$0	\$545	\$0	\$11,181	0%	\$0	\$11,181	2	
Truckee Sanitary District	Administrative Specialist	\$5,627	\$6,701	5	8%	\$536	\$0	\$0	\$0	1x award (not included)	\$7,237	5	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$513	\$0	\$10,073	0%	\$0	\$10,073	5	
	<i>Labor Market Median</i>		<i>\$6,294</i>								<i>\$6,374</i>																<i>\$8,914</i>
	<i>% TTSA is Above or Below Median</i>		<i>7.48%</i>								<i>13.25%</i>																<i>18.11%</i>
	<i>Labor Market Mean</i>		<i>\$6,269</i>								<i>\$6,602</i>																<i>\$9,314</i>
	<i>% TTSA is Above or Below Mean</i>		<i>7.85%</i>								<i>10.14%</i>																<i>14.44%</i>
	<i># Of Comparable Matches</i>		<i>10</i>																								<i>TTSA's rank 73rd percentile</i>

Data effective as of 5.1.2019
Truckee Donner PUD-EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Survey Agencies

Byrce Consulting, Inc. &
Staff List

PEPRA Members

Survey Classification	PEPRA Employees									# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Median Base Salary	% TTSA Is Above or Below Labor Market Median	TTSA Total Cash	Labor Market Median Total Cash	% TTSA Is Above or Below Labor Market Median	TTSA Total Compensation	Labor Market Median Total Compensation	% TTSA Is Above or Below Labor Market Median	
Accounting Technician II	\$7,786	\$5,787	25.68%	\$7,786	\$5,898	24.25%	\$11,354	\$8,731	23.10%	14
Administrative Assistant II	\$5,874	\$5,417	7.79%	\$5,874	\$5,469	6.89%	\$9,385	\$8,188	12.76%	12
Administrative Manager	\$11,884	\$12,516	-5.31%	\$11,884	\$12,823	-7.90%	\$15,556	\$16,519	-6.20%	12
Associate Engineer	\$10,308	\$10,539	-2.24%	\$10,308	\$10,638	-3.20%	\$13,941	\$13,669	1.95%	13
Chemist II	\$8,265	\$8,660	-4.77%	\$8,265	\$9,011	-9.03%	\$11,848	\$11,513	2.83%	8
Chief Plant Operator	\$10,707	\$11,139	-4.04%	\$10,707	\$11,416	-6.62%	\$14,350	\$13,733	4.29%	6
Customer Service Specialist II	\$7,786	\$5,256	32.49%	\$7,786	\$5,451	29.98%	\$11,354	\$8,689	23.47%	12
Engineering Department Manager	\$14,062	\$14,668	-4.31%	\$14,062	\$14,815	-5.36%	\$17,787	\$18,156	-2.08%	12
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$9,448	0.26%	\$9,473	\$9,448	0.26%	\$13,085	\$11,951	8.67%	7
General Manager	\$16,805	\$18,856	-12.20%	\$16,805	\$19,418	-15.55%	\$20,597	\$23,091	-12.11%	14
Human Resources Administrator	\$9,948	\$11,809	-18.71%	\$9,948	\$12,159	-22.23%	\$13,572	\$15,037	-10.79%	14
Instrumentation and Electrical Supervisor	\$10,688	\$10,121	5.31%	\$10,688	\$10,425	2.46%	\$14,330	\$12,707	11.33%	5
Instrumentation and Electrical Technician II	\$9,002	\$8,546	5.06%	\$9,002	\$8,925	0.86%	\$12,603	\$11,636	7.67%	10
Information Technology Manager	\$11,884	\$12,238	-2.98%	\$11,884	\$12,363	-4.03%	\$15,556	\$14,962	3.81%	10
Information Technology Specialist	\$8,568	\$9,118	-6.41%	\$8,568	\$9,415	-9.89%	\$12,158	\$12,457	-2.46%	10
Inventory Control Specialist	\$5,729	\$6,004	-4.80%	\$5,729	\$6,147	-7.29%	\$9,236	\$9,606	-4.01%	7
Laboratory Director	\$10,707	\$10,792	-0.79%	\$10,707	\$11,128	-3.93%	\$14,350	\$14,318	0.22%	8
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	2
Mechanic II	\$7,036	\$6,985	0.72%	\$7,036	\$7,295	-3.67%	\$10,582	\$9,678	8.54%	11
Operations Department Manager	\$11,884	\$14,730	-23.95%	\$11,884	\$15,024	-26.43%	\$15,556	\$17,635	-13.37%	3
Operations Shift Supervisor	\$8,581	\$8,124	5.33%	\$8,581	\$8,124	5.33%	\$12,172	\$11,537	5.21%	3
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	2
Operator III	\$7,769	\$7,660	1.41%	\$7,769	\$7,890	-1.55%	\$11,337	\$10,346	8.74%	11
Purchasing Agent	\$6,803	\$6,294	7.48%	\$6,803	\$6,420	5.63%	\$10,342	\$9,026	12.72%	10

Survey Classification	PEPRA Employees									# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean	
Accounting Technician II	\$7,786	\$6,053	22.26%	\$7,786	\$6,295	19.15%	\$11,354	\$9,080	20.03%	14
Administrative Assistant II	\$5,874	\$5,485	6.62%	\$5,874	\$5,701	2.94%	\$9,385	\$8,291	11.66%	12
Administrative Manager	\$11,884	\$12,391	-4.27%	\$11,884	\$12,717	-7.01%	\$15,556	\$15,875	-2.05%	12
Associate Engineer	\$10,308	\$10,532	-2.17%	\$10,308	\$10,960	-6.32%	\$13,941	\$13,972	-0.22%	13
Chemist II	\$8,265	\$8,805	-6.54%	\$8,265	\$9,159	-10.81%	\$11,848	\$12,010	-1.37%	8
Chief Plant Operator	\$10,707	\$11,432	-6.77%	\$10,707	\$11,855	-10.72%	\$14,350	\$14,955	-4.22%	6
Customer Service Specialist II	\$7,786	\$5,619	27.83%	\$7,786	\$5,842	24.97%	\$11,354	\$8,643	23.88%	12
Engineering Department Manager	\$14,062	\$15,665	-11.40%	\$14,062	\$16,096	-14.46%	\$17,787	\$19,298	-8.49%	12
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	\$9,541	-0.72%	\$9,473	\$9,866	-4.14%	\$13,085	\$12,566	3.97%	7
General Manager	\$16,805	\$19,450	-15.74%	\$16,805	\$20,006	-19.05%	\$20,597	\$23,418	-13.69%	14
Human Resources Administrator	\$9,948	\$11,879	-19.41%	\$9,948	\$12,166	-22.29%	\$13,572	\$15,277	-12.56%	14
Instrumentation and Electrical Supervisor	\$10,688	\$9,705	9.20%	\$10,688	\$10,065	5.83%	\$14,330	\$13,013	9.19%	5
Instrumentation and Electrical Technician II	\$9,002	\$8,598	4.49%	\$9,002	\$8,927	0.83%	\$12,603	\$11,713	7.06%	10
Information Technology Manager	\$11,884	\$12,561	-5.70%	\$11,884	\$12,912	-8.65%	\$15,556	\$16,028	-3.04%	10
Information Technology Specialist	\$8,568	\$9,308	-8.63%	\$8,568	\$9,656	-12.70%	\$12,158	\$12,644	-3.99%	10
Inventory Control Specialist	\$5,729	\$6,280	-9.62%	\$5,729	\$6,602	-15.25%	\$9,236	\$9,668	-4.68%	7
Laboratory Director	\$10,707	\$10,957	-2.34%	\$10,707	\$11,336	-5.88%	\$14,350	\$14,439	-0.63%	8
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	2
Mechanic II	\$7,036	\$7,334	-4.24%	\$7,036	\$7,610	-8.16%	\$10,582	\$10,389	1.82%	11
Operations Department Manager	\$11,884	\$14,994	-26.17%	\$11,884	\$15,472	-30.19%	\$15,556	\$19,381	-24.59%	3
Operations Shift Supervisor	\$8,581	\$8,994	-4.82%	\$8,581	\$9,425	-9.83%	\$12,172	\$12,864	-5.69%	3
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	2
Operator III	\$7,769	\$7,947	-2.29%	\$7,769	\$8,293	-6.75%	\$11,337	\$11,022	2.77%	11
Purchasing Agent	\$6,803	\$6,262	7.95%	\$6,803	\$6,517	4.21%	\$10,342	\$9,279	10.28%	10

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Accounting Technician II	\$6,402	\$7,786	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	5	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	3	
Central Contra Costa Sanitary District	Accounting Technician II	\$6,150	\$7,433	5	0%	\$0	\$461	\$186	\$0		\$8,080	4	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$108	\$0	\$12,842	0%	\$0	\$12,842	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	15	0%	\$0	\$0	\$98	\$0		\$4,023	15	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	15	
City of Roseville	Finance Technician II	\$3,615	\$5,086	12	0%	\$0	\$153	\$127	\$0		\$5,366	12	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,083	0%	\$0	\$7,083	13	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Specialist II	\$4,112	\$5,233	11	0%	\$0	\$54	\$250	\$0		\$5,537	11	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	12	
Del Norte Sanitation District	Accounting Technician	\$6,479	\$8,091	2	0%	\$0	\$263	\$202	\$0		\$8,556	1	\$0	\$2,524	\$217	\$31	\$8	\$15	\$0	\$619	\$0	\$11,970	0%	\$0	\$11,970	2	
Dublin San Ramon Services District	Accounting Technician II	\$6,733	\$8,185	1	0%	\$0	\$208	\$0	\$0		\$8,393	3	\$0	\$2,028	\$161	\$30	\$7	\$13	\$39	\$626	\$0	\$11,297	0%	\$0	\$11,297	4	
El Dorado Irrigation District	Finance Assistant II	\$3,812	\$4,754	13	0%	\$0	\$0	\$0	\$0		\$4,754	14	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	14	
Incline Village General Improvement District	Payroll Coordinator	\$4,193	\$5,871	7	0%	\$0	\$176	\$0	\$0		\$6,047	7	\$1,266	inc	inc	inc	\$0.43	\$17	\$4	\$449	\$0	\$7,784	0%	\$0	\$7,784	11	
Mammoth Community Water District	No Comparable Class																										Account Clerk II not budgeted
Mentevay One Water	Accounting Technician-Payroll	\$6,270	\$8,002	3	0%	\$0	\$0	\$0	\$480	6% max	\$8,482	2	\$2,490	inc	inc	inc	\$18	\$17	\$2	\$116	\$0	\$11,125	0.211%	\$17	\$11,108	5	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Accounting Technician II	\$3,889	\$4,727	14	0%	\$0	\$0	\$0	\$473	10% max	\$5,199	13	\$2,256	inc	inc	inc	\$17	\$56	\$0	\$362	\$0	\$7,890	0%	\$0	\$7,890	10	
South Tahoe Public Utility District	Accounting Technician	\$4,478	\$5,715	9	0%	\$0	\$0	\$0	\$0		\$5,715	10	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$437	\$117	\$8,944	0%	\$0	\$8,944	8	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Assistant II	\$4,372	\$5,684	10	0%	\$0	\$114	\$0	\$0		\$5,798	9	\$42	\$2,076	\$122	\$27	\$7	\$12	\$0	\$435	\$0	\$8,519	0%	\$0	\$8,519	9	
Truckee Donner Public Utility District	Account Specialist	\$4,820	\$5,859	8	1.89%	\$111	\$0	\$29	\$0		\$5,999	8	\$0	\$3,081	\$178	\$33	\$43	\$1	\$0	\$448	\$0	\$9,784	0%	\$0	\$9,784	6	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	6	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	6	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	7	

<i>Labor Market Median</i>	\$5,787	\$5,898	\$8,731
<i>% TTSAA is Above or Below Median</i>	25.68%	24.25%	23.10%
<i>Labor Market Mean</i>	\$6,053	\$6,295	\$9,080
<i>% TTSAA is Above or Below Mean</i>	22.26%	19.15%	20.03%
<i># Of Comparable Matches</i>	14		TTSAA's Rank 80th percentile

Data effective as of 5.1.2019
Truckee Donner PUD: EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPPA members also)
Monterey 1 Water: PEPPA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Administrative Assistant II	\$4,830	\$5,874	6	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,874	6	\$83	\$2,942	\$211	\$100	\$31	\$0	\$59	\$85	\$0	\$9,385	0%	\$0	\$9,385	5		
Central Contra Costa Sanitary District	Administrative Assistant	\$6,295	\$7,600	1	0%	\$0	\$471	\$190	\$0		\$8,261	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$110	\$0	\$13,026	0%	\$0	\$13,026	1		
City of Placerville	Office Assistant II	\$2,700	\$3,282	13	0%	\$0	\$0	\$82	\$0		\$3,364	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$251	\$0	\$5,850	0%	\$0	\$5,850	13		
City of Roseville	Office Assistant II	\$2,998	\$4,218	12	0%	\$0	\$127	\$105	\$0		\$4,450	11	\$1,515	inc	inc	inc	\$13	\$11	\$0	\$61	\$100	\$6,150	0%	\$0	\$6,150	12		
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Office Assistant II	\$3,593	\$4,573	10	0%	\$0	\$54	\$229	\$0		\$4,855	10	\$1,848	inc	inc	inc	inc	\$0	\$0	\$66	\$0	\$6,770	0%	\$0	\$6,770	9		
Dales Diablo Sanitation District	Administrative Assistant II	\$5,271	\$6,582	4	0%	\$0	\$214	\$165	\$0		\$6,960	4	\$0	\$2,524	\$217	\$31	\$8	\$12	\$0	\$504	\$0	\$10,256	0%	\$0	\$10,256	2		
Dublin San Ramon Services District	Administrative Assistant II	\$5,583	\$6,789	2	0%	\$0	\$208	\$0	\$0		\$6,997	3	\$0	\$2,028	\$161	\$30	\$7	\$10	\$32	\$519	\$0	\$9,785	0%	\$0	\$9,785	3		
El Dorado Irrigation District	Administrative Assistant II	\$3,576	\$4,345	11	0%	\$0	\$0	\$0	\$0		\$4,345	12	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$332	\$0	\$6,458	0%	\$0	\$6,458	11		
Incline Village General Improvement District	Administrative Clerk	\$3,450	\$4,830	9	0%	\$0	\$145	\$0	\$0		\$4,975	9	\$1,266	inc	inc	inc	\$0.43	\$14	\$4	\$369	\$0	\$6,629	0%	\$0	\$6,629	10		
Mammoth Community Water District	No Comparable Class																											
Monterey One Water	Administrative Support Specialist II	\$5,244	\$6,693	3	0%	\$0	\$0	\$0	\$402	6% max	\$7,095	2	\$2,490	inc	inc	inc	\$15	\$14	\$2	\$97	\$0	\$9,713	0.211%	\$14	\$9,699	4		
Napa Sanitation District	Administrative Assistant II	\$4,531	\$6,077	5	0%	\$0	\$100	\$0	\$0		\$6,177	5	\$0	\$1,997	\$174	\$26	\$14	\$21	DNA	\$88	\$0	\$8,498	0%	\$0	\$8,498	6		
North Tahoe Public Utility District	No Comparable Class																											
South Tahoe Public Utility District	No Comparable Class																											
Sauvee Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	Administrative Assistant II	\$4,038	\$5,249	8	0%	\$0	\$105	\$0	\$0		\$5,354	8	\$42	\$2,076	\$122	\$27	\$7	\$11	\$0	\$402	\$0	\$8,040	0%	\$0	\$8,040	8		
Truckee Donner Public Utility District	No Comparable Class																											
Truckee Sanitary District	Administrative Assistant II	\$4,689	\$5,584	7	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$5,584	7	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$427	\$0	\$8,335	0%	\$0	\$8,335	7		
Labor Market Median		\$5,417																										\$5,469
% TTSA is Above or Below Median		7.79%																										6.89%
Labor Market Mean		\$5,485																										\$5,701
% TTSA is Above or Below Mean		6.62%																										2.94%
# Of Comparable Matches		12																										
																							TTSA's Rank		62nd percentile			

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employee (%) (Classic)	Employee's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Administrative Manager	\$10,242	\$11,884	7	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	7	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	8		
Central Contra Costa Sanitary District	Finance Manager	\$13,128	\$15,958	1	0%	\$0	\$687	\$399	\$798	5% for CPA	\$17,841	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$231	\$0	\$23,106	0%	\$0	\$23,106	1	BA: Director of Finance and Administration is over Finance, IT and Purchasing.	
City of Placerville	No Comparable Class																									Assistant City Manager/Director of Finance		
City of Roseville	Finance Manager	\$8,456	\$11,331	9	0%	\$0	\$340	\$0	\$0		\$11,671	9	\$1,515	inc	inc	inc	\$34	\$16	\$0	\$164	\$100	\$13,500	0%	\$0	\$13,500	10	Division Manager	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Accounting Manager	\$7,141	\$10,712	10	0%	\$0	\$0	\$250	\$0		\$10,962	10	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	11	BA	
Delta Diablo Sanitation District	Finance Manager	\$10,843	\$13,542	6	0%	\$0	\$440	\$0	\$0		\$13,982	5	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$883	\$0	\$17,674	0%	\$0	\$17,674	3		
Dublin San Ramon Services District	No Comparable Class																									Administrative Services Manager over finance, HR and IT		
El Dorado Irrigation District	Director of Finance	\$11,804	\$14,347	3	0%	\$0	\$0	\$0	\$0		\$14,347	3	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	6	BA	
Incline Village General Improvement District	Controller	\$6,830	\$9,563	12	0%	\$0	\$287	\$0	\$0		\$9,849	12	\$1,266	inc	inc	inc	\$1	\$28	\$4	\$732	\$0	\$11,880	0%	\$0	\$11,880	12	BA	
Mammoth Community Water District	Finance Manager	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$69	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	4		
Monterev One Water	No Comparable Class																									Business Services Manager/CFO over finance and IT		
Napa Sanitation District	No Comparable Class																									Administrative Services Director/CFO over HR, Finance, Safety, Training and Fleet		
North Tahoe Public Utility District	Chief Financial Officer	\$11,747	\$14,278	4	0%	\$0	\$0	\$0	\$0		\$14,278	4	\$125	\$2,231	\$134	\$34	\$17	\$170	\$0	\$894	\$0	\$17,881	0%	\$0	\$17,881	2	BA	
South Tahoe Public Utility District	Accounting Manager	\$8,192	\$10,455	11	0%	\$0	\$0	\$0	\$0		\$10,455	11	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$800	\$184	\$14,169	0%	\$0	\$14,169	9		
Squaw Valley Public Service District	No Comparable Class																									Finance and Administration Manager over Finance, HR, Risk Management		
Tahoe City Public Utility District	Accounting Manager	\$6,445	\$8,379	13	0%	\$0	\$168	\$0	\$0		\$8,547	13	\$42	\$2,076	\$122	\$27	\$8	\$18	\$0	\$641	\$0	\$11,480	0%	\$0	\$11,480	13		
Truckee Donner Public Utility District	Finance and Accounting Manager	\$9,451	\$11,489	8	1.89%	\$217	\$0	\$29	\$0		\$11,735	8	\$0	\$3,081	\$178	\$33	\$84	\$3	\$0	\$853	\$0	\$15,968	0%	\$0	\$15,968	7		
Truckee Sanitary District	Finance and Administrative Services Manager	\$11,681	\$13,910	5	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$13,910	6	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$888	\$0	\$17,122	0%	\$0	\$17,122	5	BA	
		<i>Labor Market Median</i>	\$12,516								\$12,823															\$16,519		
		<i>% TTSA is Above or Below Median</i>	-5.31%								-7.90%																-6.20%	
		<i>Labor Market Mean</i>	\$12,391								\$12,717																\$15,875	
		<i>% TTSA is Above or Below Mean</i>	-4.27%								-7.01%																-2.05%	
		<i># Of Comparable Matches</i>	12																								TTSA's Rank	38th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	9	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,308	9	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$13,941	0%	\$0	\$13,941	6	PE
Central Contra Costa Sanitary District	Associate Engineer	\$10,665	\$12,894	1	0%	\$0	\$687	\$322	\$645	5% for addtl PE or Land Surveyor	\$14,548	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$187	\$0	\$19,518	0%	\$0	\$19,518	1	PE
City of Placerville	Associate Engineer	\$6,600	\$8,022	13	0%	\$0	\$0	\$201	\$0		\$8,223	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$614	\$0	\$11,071	0%	\$0	\$11,071	13	PE within 1 year
City of Roseville	Associate Engineer	\$6,451	\$9,077	12	0%	\$0	\$272	\$227	\$0	5% PE pay added to base	\$9,576	11	\$1,515	inc	inc	inc	\$27	\$24	\$0	\$132	\$100	\$11,375	0%	\$0	\$11,375	12	5% added to base for PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Civil Engineer	\$4,751	\$7,128	14	0%	\$0	\$0	\$250	\$0		\$7,378	14	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	14	PE
Delta Diablo Sanitation District	Associate Engineer	\$10,283	\$12,842	2	0%	\$0	\$417	\$321	\$0		\$13,580	2	\$0	\$2,524	\$217	\$31	\$11	\$19	\$0	\$873	\$0	\$17,255	0%	\$0	\$17,255	2	PE
Dublin San Ramon Services District	Associate Civil Engineer	\$10,490	\$12,750	3	0%	\$0	\$208	\$0	\$0		\$12,958	4	\$0	\$2,028	\$161	\$30	\$44	\$14	\$57	\$872	\$0	\$16,163	0%	\$0	\$16,163	3	PE
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	10	0%	\$0	\$0	\$0	\$0		\$9,828	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	11	PE
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										PE not required
Monterey One Water	Associate Engineer	\$9,918	\$12,660	4	0%	\$0	\$0	\$0	\$760	6% max	\$13,420	3	\$2,490	inc	inc	inc	\$27	\$19	\$3	\$184	\$0	\$16,141	0.211%	\$27	\$16,114	4	PE within 18 months
Napa Sanitation District	Associate Engineer	\$7,894	\$10,580	6	0%	\$0	\$250	\$0	\$0		\$10,830	6	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$153	\$0	\$13,245	0%	\$0	\$13,245	9	PE within 18 months
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Associate Engineer	\$7,480	\$9,547	11	0%	\$0	\$0	\$0	\$0		\$9,547	12	\$0	\$2,482	\$142	\$24	\$29	\$31	\$16	\$730	\$168	\$13,168	0%	\$0	\$13,168	10	PE
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	5	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	5	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	5	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	8	0%	\$0	\$209	\$0	\$0		\$10,638	7	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,732	0%	\$0	\$13,732	7	PE; D2
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	7	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$10,539	8	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$13,669	0%	\$0	\$13,669	8	PE
<i>Labor Market Median</i>		\$10,539								\$10,638																	
<i>% TTSA is Above or Below Median</i>		-2.24%								-3.20%																	
<i>Labor Market Mean</i>		\$10,532								\$10,960																	
<i>% TTSA is Above or Below Mean</i>		-2.17%								-6.32%																	
<i># Of Comparable Matches</i>		13																									
																							TTSA's Rank		57th percentile		

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	5	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,265	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$11,848	0%	\$0	\$11,848	5	CWEA Grade II Laboratory Analyst Certificate
Central Contra Costa Sanitary District	Chemist II	\$8,410	\$10,169	2	0%	\$0	\$630	\$254	\$0		\$11,054	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$147	\$0	\$15,985	0%	\$0	\$15,985	1	Lab Analyst II
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Technician level
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Chemist II	\$5,224	\$7,836	7	0%	\$0	\$0	\$250	\$0		\$8,086	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	7	Water Quality Analyst II
Del Norte Sanitation District	Chemist II	\$7,890	\$9,853	3	0%	\$0	\$320	\$246	\$0		\$10,420	3	\$0	\$2,524	\$217	\$31	\$8	\$18	\$0	\$754	\$0	\$13,971	0%	\$0	\$13,971	2	Lab Analyst III
Dublin San Ramon Services District	Environmental Chemist II	\$8,653	\$10,519	1	0%	\$0	\$208	\$0	\$0		\$10,727	2	\$0	\$2,028	\$161	\$30	\$36	\$14	\$50	\$805	\$0	\$13,851	0%	\$0	\$13,851	3	Laboratory Analyst Grade II certificate within two (2) years of employment
El Dorado Irrigation District	Chemist	\$6,304	\$7,663	8	0%	\$0	\$0	\$0	\$0		\$7,663	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$586	\$0	\$10,030	0%	\$0	\$10,030	8	Lab Analyst II
Incline Village General Improvement District	Lab Analyst II	\$5,060	\$7,084	9	0%	\$0	\$213	\$0	\$0		\$7,296	9	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$542	\$0	\$9,130	0%	\$0	\$9,130	9	Lab Analyst II
Mammoth Community Water District	No Comparable Class																										Technician level
Monterey One Water	Lab Analyst II	\$7,220	\$9,214	4	0%	\$0	\$0	\$0	\$553	6% max Grade III and Grade IV	\$9,767	4	\$2,490	inc	inc	inc	\$20	\$19	\$3	\$134	\$0	\$12,432	0.211%	\$19	\$12,413	4	Lab Analyst I cert
Napa Sanitation District	Lab Analyst II	\$6,049	\$8,105	6	0%	\$0	\$100	\$0	\$50		\$8,255	6	\$0	\$1,997	\$174	\$26	\$14	\$28	DNA	\$118	\$0	\$10,613	0%	\$0	\$10,613	6	Grade II
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										Technical level
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$8,660	\$9,011	\$11,513
% T TSA is Above or Below Median	-4.77%	-9.03%	2.83%
Labor Market Mean	\$8,805	\$9,159	\$12,010
% T TSA is Above or Below Mean	-6.54%	-10.81%	-1.37%
# Of Comparable Matches	8		T TSA's Rank 44th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Chief Plant Operator	\$9,227	\$10,707	6	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	3	Grade V
Central Contra Costa Sanitary District	Plant Operations Superintendent	\$11,198	\$13,544	1	0%	\$0	\$687	\$339	\$0		\$14,569	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$196	\$0	\$19,549	0%	\$0	\$19,549	1	Grade V
City of Placerville	No Comparable Class																										
City of Roseville	Wastewater Treatment Plant Chief Operator	\$8,132	\$10,897	4	0%	\$0	\$327	\$0	\$0		\$11,224	4	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$158	\$100	\$13,046	0%	\$0	\$13,046	6	Grade IV with 1 year; Grade V within 1 year
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Operations Manager	\$7,141	\$10,712	5	0%	\$0	\$0	\$250	\$0		\$10,962	5	\$1,848	inc	inc	inc	inc	\$43	\$0	\$155	\$0	\$13,008	0%	\$0	\$13,008	7	Grade IV
Dales Diablo Sanitation District	Operations Supervisor	\$9,840	\$12,289	2	0%	\$0	\$399	\$307	\$0		\$12,996	2	\$0	\$2,524	\$217	\$31	\$8	\$19	\$0	\$865	\$0	\$16,658	0%	\$0	\$16,658	2	Grade III
Dublin San Ramon Services District	No Comparable Class																										Wastewater Treatment Plant Operations Supervisor is over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Lead
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	3	0%	\$0	\$228	\$0	\$0		\$11,609	3	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	4	Grade IV
Monterey One Water	No Comparable Class																										
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Chief Plant Operator	\$7,656	\$9,771	7	0%	\$0	\$0	\$0	\$0		\$9,771	7	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$747	\$117	\$13,310	0%	\$0	\$13,310	5	Grade V
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		\$11,139								\$11,416																	
% TTSA is Above or Below Median		-4.04%								-6.62%																	
Labor Market Mean		\$11,432								\$11,855																	
% TTSA is Above or Below Mean		-6.77%								-10.72%																	
# Of Comparable Matches		6																								TTSA's Rank 57th percentile	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Customer Service Specialist II	\$6,402	\$7,786	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	2	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	2	
Central Contra Costa Sanitary District	Accounting Technician II	\$6,150	\$7,433	2	0%	\$0	\$461	\$186	\$0		\$8,080	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$108	\$0	\$12,842	0%	\$0	\$12,842	1	
City of Placerville	Accounting Assistant II	\$3,229	\$3,925	13	0%	\$0	\$0	\$98	\$0		\$4,023	13	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$300	\$0	\$6,558	0%	\$0	\$6,558	13	Broad class that includes utility billing
City of Roseville	Finance Technician II	\$3,615	\$5,086	10	0%	\$0	\$153	\$127	\$0		\$5,366	8	\$1,515	inc	inc	inc	\$15	\$14	\$0	\$74	\$100	\$7,083	0%	\$0	\$7,083	11	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility) Delta Diablo Sanitation District	Customer Services Specialist II	\$4,112	\$5,233	8	0%	\$0	\$54	\$250	\$0		\$5,537	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$76	\$0	\$7,461	0%	\$0	\$7,461	10	
Dublin San Ramon Services District	No Comparable Class																										
Dublin San Ramon Services District	Customer Services Representative II	\$5,467	\$6,667	4	0%	\$0	\$208	\$0	\$0		\$6,875	4	\$0	\$2,028	\$161	\$30	\$7	\$10	\$31	\$510	\$0	\$9,653	0%	\$0	\$9,653	4	
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,754	11	0%	\$0	\$0	\$0	\$0		\$4,754	12	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$364	\$0	\$6,898	0%	\$0	\$6,898	12	
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Account Clerk II not used
Monterey One Water	Customer Services Representative II	\$5,521	\$7,047	3	0%	\$0	\$0	\$0	\$423	6% max	\$7,470	3	\$2,490	inc	inc	inc	\$16	\$15	\$2	\$102	\$0	\$10,095	0.211%	\$15	\$10,080	3	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Customer Services Representative II	\$3,788	\$4,605	12	0%	\$0	\$0	\$0	\$460	10% max	\$5,065	11	\$2,256	inc	inc	inc	\$17	\$55	\$0	\$352	\$0	\$7,745	0%	\$0	\$7,745	9	
South Tahoe Public Utility District	Customer Services Representative II	\$4,136	\$5,279	7	0%	\$0	\$0	\$0	\$0		\$5,279	10	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$404	\$117	\$8,474	0%	\$0	\$8,474	8	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Technician	\$4,641	\$6,034	6	0%	\$0	\$121	\$0	\$0		\$6,155	6	\$42	\$2,076	\$122	\$27	\$8	\$13	\$0	\$462	\$0	\$8,904	0%	\$0	\$8,904	7	
Truckee Donner Public Utility District	Customer Service Representative	\$4,267	\$5,188	9	1.89%	\$98	\$0	\$29	\$0		\$5,315	9	\$0	\$3,081	\$178	\$33	\$38	\$1	\$0	\$397	\$0	\$9,044	0%	\$0	\$9,044	5	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	5	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	5	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	6	

0%

Labor Market Median	\$5,256	\$5,451	\$8,689
% TTSA is Above or Below Median	32.49%	29.98%	23.47%
Labor Market Mean	\$5,619	\$5,842	\$8,643
% TTSA is Above or Below Mean	27.83%	24.97%	23.88%
# Of Comparable Matches	12		TTSA's Rank 87th percentile

Data effective as of 3.1.2019
Truckee Donner PUJ- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	10	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$14,062	10	\$83	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$17,787	0%	\$0	\$17,787	8	
Central Contra Costa Sanitary District	Director of Engineering and Technical Services	\$16,390	\$20,703	1	0%	\$0	\$687	\$518	\$0		\$21,907	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$300	\$0	\$27,241	0%	\$0	\$27,241	1	PE
City of Placerville	No Comparable Class																										Director of Development Services too broad
City of Roseville	Engineering Manager	\$9,989	\$13,387	12	0%	\$0	\$402	\$0	\$0		\$13,789	12	\$1,515	inc	inc	inc	\$40	\$16	\$0	\$194	\$100	\$15,654	0%	\$0	\$15,654	13	Division Manager, PE
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Division Manager level
Delta Diablo Sanitation District	Engineering Services Director/District Engineer	\$14,928	\$18,643	3	0%	\$0	\$606	\$0	\$0		\$19,249	3	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$957	\$0	\$23,015	0%	\$0	\$23,015	2	PE
Dublin San Ramon Services District	Engineering Services Manager	\$19,089	\$19,089	2	0%	\$0	\$208	\$0	\$0		\$19,297	2	\$0	\$2,028	\$161	\$30	\$57	\$23	\$57	\$963	\$0	\$22,617	0%	\$0	\$22,617	3	PE
El Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	9	0%	\$0	\$0	\$0	\$0		\$14,347	9	\$0	\$1,624	\$136	\$17	\$52	\$0	\$0	\$895	\$0	\$17,071	0%	\$0	\$17,071	10	PE
Incline Village General Improvement District	No Comparable Class																										Division Manager
Mammoth Community Water District	District Engineer	\$9,341	\$14,730	6	0%	\$0	\$295	\$0	\$0		\$15,024	6	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	9	PE; Wastewater Treatment Plant Operator Grade III, Water Treatment Operator Grade T3 and Water Distribution Operator Grade D3 certifications are desirable.
Monterey One Water	Engineering Manager	\$12,052	\$15,382	5	0%	\$0	\$0	\$0	\$923	6% max	\$16,305	5	\$2,490	inc	inc	inc	\$32	\$19	\$3	\$223	\$0	\$19,071	0.211%	\$32	\$19,039	5	PE
Napa Sanitation District	Director/District Engineer	\$10,246	\$13,737	11	0%	\$0	\$250	\$0	\$0		\$13,987	11	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$199	\$0	\$16,447	0%	\$0	\$16,447	12	PE
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
South Tahoe Public Utility District	Engineering Department Manager	\$11,413	\$14,567	8	0%	\$0	\$0	\$0	\$0		\$14,567	8	\$0	\$2,482	\$142	\$24	\$44	\$47	\$24	\$898	\$256	\$18,484	0%	\$0	\$18,484	6	PE
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	13	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	13	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	11	PE within 1 year
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	4	0%	\$0	\$320	\$0	\$0		\$16,318	4	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,543	0%	\$0	\$19,543	4	PE
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	Assistant General Manager/District Engineer	\$12,265	\$14,606	7	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$14,606	7	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$17,828	0%	\$0	\$17,828	7	PE
	Labor Market Median		\$14,668								\$14,815														\$18,156		
	% TTSAA is Above or Below Median		-4.31%								-5.36%														-2.08%		
	Labor Market Mean		\$15,665								\$16,096														\$19,298		
	% TTSAA is Above or Below Mean		-11.40%								-14.46%														-8.49%		
	# Of Comparable Matches		12																								TTSAA's Rank
																											38th percentile

Data effective as of 5.1.2019
Monterey One Water- PEPPA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	4	
Central Contra Costa Sanitary District	Safety Officer	\$9,257	\$11,198	2	0%	\$0	\$687	\$280	\$0		\$12,165	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$162	\$0	\$17,111	0%	\$0	\$17,111	1	Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Associate Safety Professional (ASP), Graduate Safety Professional (CSP), Occupational Health and Safety Technologist (OHST), and/or Construction Health and Safety Technician (CHST).
City of Placerville	No Comparable Class																										
City of Roseville	Safety Coordinator	\$6,469	\$8,669	6	0%	\$0	\$260	\$0	\$0		\$8,929	6	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$10,710	0%	\$0	\$10,710	6	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Safety Coordinator	\$5,224	\$7,836	7	0%	\$0	\$0	\$250	\$0		\$8,086	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$114	\$0	\$10,091	0%	\$0	\$10,091	7	Occupational Health and Safety (OSHA) 30 certification within 90 days Specific assignments may require possession and maintenance of a valid Nevada Class A CDL driver's license with tanker and combination vehicle endorsements within six (6) months of hire. Certification in one (1) or more of the following areas: Certified Safety Specialist (CSP), Certified Environmental Manager (CEM), Certified Industrial Hygienist (CIH), Occupational Health and Safety Technologist (OHST), Construction Health and Safety Technologist (CHST) within one (1) year. Possess and maintain Incident Command System (ICS) 100/200 within six (6) months of hire and ICS 300 as soon as available.
Delta Diablo Sanitation District	No Comparable Class																										Manager
Dublin San Ramon Services District	Environmental Health and Safety Program Administrator	\$9,772	\$11,876	1	0%	\$0	\$208	\$0	\$0		\$12,084	2	\$0	\$2,028	\$161	\$30	\$41	\$14	\$56	\$859	\$0	\$15,273	0%	\$0	\$15,273	2	Certification as a Certified Safety Professional (CSP) and an Associate Risk Manager (ARM) is
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	5	0%	\$0	\$0	\$0	\$0		\$9,448	5	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	5	Also works on security
Incline Village General Improvement District	Safety Specialist	\$4,854	\$6,796	8	0%	\$0	\$204	\$0	\$0		\$7,000	8	\$1,266	inc	inc	inc	\$0.43	\$20	\$4	\$520	\$0	\$8,810	0%	\$0	\$8,810	8	
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	Safety Officer	\$8,590	\$10,963	3	0%	\$0	\$0	\$0	\$384	3.5% for MA	\$11,347	3	\$2,490	inc	inc	inc	\$23	\$19	\$3	\$159	\$0	\$14,041	0.211%	\$23	\$14,018	3	Regulatory Manager; Safety Training, Fleet Maintenance Officer
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Sawaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$9,448	\$9,448	\$11,951
% TTSA is Above or Below Median	0.26%	0.26%	8.67%
Labor Market Mean	\$9,541	\$9,866	\$12,566
% TTSA is Above or Below Mean	-0.72%	-4.14%	3.97%
# Of Comparable Matches	7		TTSA's Rank 50th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	12	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$16,805	12	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$20,597	0%	\$0	\$20,597	10		
Central Contra Costa Sanitary District	General Manager	\$24,833	\$24,833	1	0%	\$0	\$687	\$621	\$1,242	5% for PE	\$27,382	1	\$425	\$4,316	\$205	inc	\$88	\$43	\$0	\$360	\$0	\$32,819	0%	\$0	\$32,819	1		
City of Placerville	No Comparable Class																											
City of Roseville	No Comparable Class																											
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																											
Dales Diablo Sanitation District	General Manager	\$22,779	\$22,779	3	0%	\$0	\$740	\$0	\$0		\$23,519	3	\$0	\$2,524	\$217	\$31	\$38	\$19	\$0	\$1,017	\$0	\$27,364	0%	\$0	\$27,364	3		
Dublin San Ramon Services District	General Manager	\$24,167	\$24,167	2	0%	\$0	\$0	\$0	\$0		\$24,167	2	\$0	\$2,028	\$161	\$30	\$57	\$23	\$57	\$1,037	\$0	\$27,560	0%	\$0	\$27,560	2		
El Dorado Irrigation District	General Manager	\$14,692	\$17,859	9	0%	\$0	\$0	\$0	\$0		\$17,859	10	\$0	\$1,624	\$136	\$17	\$53	\$0	\$0	\$946	\$0	\$20,634	0%	\$0	\$20,634	9		
Incline Village General Improvement District	General Manager	\$15,416	\$15,416	15	0%	\$0	\$771	\$0	\$0		\$16,187	13	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$910	\$0	\$18,401	0%	\$0	\$18,401	15	Licensure or certification as an engineer, public accountant, or similar pertinent professional field is preferred.	
Mammoth Community Water District	General Manager	\$17,167	\$17,167	11	0%	\$0	\$343	\$0	\$0		\$17,510	11	\$0	\$2,096	\$164	\$24	\$53	\$69	DNA	\$249	\$0	\$20,165	0%	\$0	\$20,165	12		
Monterey One Water	General Manager	\$20,833	\$20,833	5	0%	\$0	\$1,562	\$0	\$0		\$22,395	5	\$2,490	inc	inc	inc	\$82	\$19	\$3	\$302	\$0	\$25,291	0.211%	\$44	\$25,247	5	PE desired	
Napa Sanitation District	General Manager	\$17,654	\$17,654	10	0%	\$0	\$250	\$0	\$0		\$17,904	9	\$0	\$1,997	\$174	\$26	\$28	\$35	DNA	\$256	\$0	\$20,421	0%	\$0	\$20,421	11	PE	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	14	0%	\$0	\$0	\$0	\$0		\$15,417	15	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0%	\$0	\$19,050	14		
South Tahoe Public Utility District	General Manager	\$14,849	\$18,952	7	0%	\$0	\$0	\$0	\$0		\$18,952	8	\$0	\$2,482	\$142	\$24	\$50	\$57	\$31	\$961	\$334	\$23,033	0%	\$0	\$23,033	8		
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	6	0%	\$0	\$0	\$0	\$0		\$20,166	6	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	6	PE desired	
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	8	0%	\$0	\$1,126	\$0	\$0		\$19,885	7	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$23,150	0%	\$0	\$23,150	7		
Truckee Donner Public Utility District	General Manager	\$22,158	\$22,158	4	1.89%	\$419	\$0	\$29	\$0		\$22,606	4	\$0	\$3,081	\$178	\$33	\$163	\$6	\$0	\$1,008	\$0	\$27,075	0%	\$0	\$27,075	4	5% added to base for Water Utility Manager duties	
Truckee Sanitary District	General Manager	\$16,134	\$16,134	13	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$16,134	14	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$19,378	0%	\$0	\$19,378	13	PE	
Labor Market Median		\$18,856																										\$23,091
% TTSA is Above or Below Median		-12.20%																										-12.11%
Labor Market Mean		\$19,450																										\$23,418
% TTSA is Above or Below Mean		-15.74%																										-13.69%
# Of Comparable Matches		14																										TTSA's Rank 33rd percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	13	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,948	14	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$13,572	0%	\$0	\$13,572	11	
Central Contra Costa Sanitary District	Human Resources Manager	\$11,900	\$14,464	3	0%	\$0	\$687	\$362	\$0		\$15,512	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$210	\$0	\$20,756	0%	\$0	\$20,756	1	Supervises 5 staff
City of Placerville	No Comparable Class																										City Clerk/Human Resources Officer
City of Roseville	Human Resources Manager	\$7,367	\$9,872	14	0%	\$0	\$296	\$0	\$0		\$10,168	12	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$143	\$100	\$11,972	0%	\$0	\$11,972	14	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Human Resources Manager	\$7,998	\$11,995	7	0%	\$0	\$0	\$250	\$0		\$12,245	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	10	
Dales Diablo Sanitation District	Human Resources Manager	\$10,565	\$13,194	4	0%	\$0	\$429	\$0	\$0		\$13,623	5	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$878	\$0	\$17,310	0%	\$0	\$17,310	4	Supervises 1 staff
Dublin San Ramon Services District	Human Resources and Risk Supervisor	\$12,117	\$14,728	2	0%	\$0	\$208	\$0	\$0		\$14,936	3	\$0	\$2,028	\$161	\$30	\$51	\$14	\$57	\$900	\$0	\$18,177	0%	\$0	\$18,177	2	Supervises 3 staff
El Dorado Irrigation District	Human Resources Manager	\$9,967	\$12,114	6	0%	\$0	\$0	\$0	\$0		\$12,114	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$862	\$0	\$14,757	0%	\$0	\$14,757	8	
Incline Village General Improvement District	Director of Human Resources	\$8,302	\$11,623	8	0%	\$0	\$581	\$0	\$0		\$12,205	7	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	9	
Mammoth Community Water District	Human Resources Manager	\$9,341	\$14,730	1	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	3	
Monterey One Water	Director of Employee Services	\$13,167	\$13,167	5	0%	\$0	\$0	\$0	\$461	3.5% for MA	\$13,628	4	\$2,490	inc	inc	inc	\$28	\$19	\$4	\$191	\$0	\$16,359	0.211%	\$28	\$16,331	5	
Napa Sanitation District	No Comparable Class																										Clerk of the Board/Human Resources Officer
North Tahoe Public Utility District	Human Resources Manager	\$6,491	\$7,889	15	0%	\$0	\$0	\$0	\$0		\$7,889	15	\$125	\$2,231	\$134	\$34	\$17	\$94	\$0	\$604	\$0	\$11,126	0%	\$0	\$11,126	15	Does not supervise
South Tahoe Public Utility District	Human Resources Director	\$9,028	\$11,522	9	0%	\$0	\$0	\$0	\$0		\$11,522	9	\$0	\$2,482	\$142	\$24	\$35	\$37	\$19	\$854	\$203	\$15,317	0%	\$0	\$15,317	7	Supervises 1 staff
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	11	0%	\$0	\$202	\$0	\$0		\$10,324	11	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,395	0%	\$0	\$13,395	12	
Truckee Donner Public Utility District	Human Resources and Risk Manager	\$9,002	\$10,942	10	1.89%	\$207	\$0	\$29	\$0		\$11,178	10	\$0	\$3,081	\$178	\$33	\$80	\$3	\$0	\$837	\$0	\$15,390	0%	\$0	\$15,390	6	
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	12	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$9,949	13	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,034	0%	\$0	\$13,034	13	

Labor Market Median	\$11,809	\$12,159	\$15,037
% TTSA is Above or Below Median	-18.71%	-22.23%	-10.79%
Labor Market Mean	\$11,879	\$12,166	\$15,277
% TTSA is Above or Below Mean	-19.41%	-22.29%	-12.56%
# Of Comparable Matches	14		T TSA's Rank 27th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,688	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,330	0%	\$0	\$14,330	2	Electrical Instrumentation Technology Grade IV
Central Contra Costa Sanitary District	Instrument Shop Supervisor	\$9,932	\$12,028	1	0%	\$0	\$687	\$301	\$0		\$13,015	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$174	\$0	\$17,973	0%	\$0	\$17,973	1	
City of Placerville	No Comparable Class																										
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	4	0%	\$0	\$304	\$0	\$0		\$10,425	4	\$1,515	inc	inc	inc	\$30	\$16	\$0	\$147	\$100	\$12,233	0%	\$0	\$12,233	5	Over mechanical/electrical
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	6	0%	\$0	\$54	\$250	\$0		\$7,135	6	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	6	Plant Maintenance Technologist III
Dales Diablo Sanitation District	No Comparable Class																										Maintenance Supervisor over mechanics also
Dublin San Ramon Services District	No Comparable Class																										Senior Electrical Engineer, Electrical and Instrumentation Supervisor not budgeted
El Dorado Irrigation District	No Comparable Class																										Engineer
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Plant Technician Instrumentation Supervisor	\$6,861	\$10,334	3	0%	\$0	\$207	\$0	\$0		\$10,541	3	\$0	\$2,096	\$164	\$24	\$53	\$41	DNA	\$150	\$0	\$13,070	0%	\$0	\$13,070	3	Plant Maintenance Mechanical Technologist of Plant Instrumentation Technician; Water Distribution Operator cert
Monterey One Water	No Comparable Class																										
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$7,217	\$9,211	5	0%	\$0	\$0	\$0	\$0		\$9,211	5	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$705	\$117	\$12,707	0%	\$0	\$12,707	4	Electrical/Instrumentation Technician Grade II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$10,121	\$10,425	\$12,707
% TTSA is Above or Below Median	5.31%	2.46%	11.33%
Labor Market Mean	\$9,705	\$10,065	\$13,013
% TTSA is Above or Below Mean	9.20%	5.83%	9.19%
# Of Comparable Matches	5		TTSA's Rank 67th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,002	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$12,603	0%	\$0	\$12,603	5	Electrical Instrumentation Technology Grade II
Central Contra Costa Sanitary District	Instrument Technician	\$8,372	\$10,123	2	0%	\$0	\$628	\$253	\$0		\$11,004	2	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$147	\$0	\$15,805	0%	\$0	\$15,805	1	
City of Placerville	No Comparable Class																										
City of Roseville	Instrumentation and Control Technician	\$8,499	\$11,959	1	0%	\$0	\$459	\$0	\$0		\$12,418	1	\$1,515	inc	inc	inc	\$36	\$25	\$0	\$173	\$100	\$14,267	0%	\$0	\$14,267	2	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Electrician/Instrumentation Technician II	\$4,444	\$5,656	11	0%	\$0	\$54	\$250	\$0		\$5,960	11	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	11	
Delia Diablo Sanitation District	Electrical/Instrumentation Technician II	\$7,088	\$8,853	6	0%	\$0	\$288	\$221	\$0		\$9,362	5	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$677	\$0	\$12,835	0%	\$0	\$12,835	4	
Dublin San Ramon Services District	Instrument Technician	\$8,281	\$10,067	3	0%	\$0	\$208	\$0	\$0		\$10,275	3	\$0	\$2,028	\$161	\$30	\$7	\$14	\$48	\$770	\$0	\$13,333	0%	\$0	\$13,333	3	Electrical and Instrumentation Technician II
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	9	0%	\$0	\$0	\$0	\$0		\$7,289	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	10	CWEA Grade II PM Electrical/Instrumentation
Incline Village General Improvement District	Senior Electrician/Instrumentation	\$5,886	\$8,240	7	0%	\$0	\$247	\$0	\$0		\$8,487	7	\$1,266	inc	inc	inc	\$0.43	\$24	\$4	\$630	\$0	\$10,412	0%	\$0	\$10,412	8	Electrical and Instrumentation Technician II
Mammoth Community Water District	Instrumentation Technician	\$4,959	\$7,086	10	0%	\$0	\$142	\$0	\$0		\$7,228	10	\$0	\$2,096	\$164	\$24	\$45	\$28	DNA	\$103	\$0	\$9,688	0%	\$0	\$9,688	9	Also inspects backflow devices; Backflow Prevention Tester certification
Monterey One Water	Electrical/Instrumentation Technician II	\$7,047	\$8,995	5	0%	\$0	\$0	\$0	\$540	6% max	\$9,535	4	\$2,490	inc	inc	inc	\$20	\$19	\$3	\$130	\$0	\$12,196	0.211%	\$19	\$12,177	6	Grade II Electrical/Instrumentation Technician cert
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$6,044	\$7,714	8	0%	\$0	\$0	\$0	\$0		\$7,714	8	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$590	\$117	\$11,096	0%	\$0	\$11,096	7	Electrical and Instrumentation Technician II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$8,546	\$8,925	\$11,636
% TTSA is Above or Below Median	5.06%	0.86%	7.67%
Labor Market Mean	\$8,598	\$8,927	\$11,713
% TTSA is Above or Below Mean	4.49%	0.83%	7.06%
# Of Comparable Matches	10		TTSA's Rank 55th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPPA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	7	0%	\$0		\$0	\$0	1x payment (not included)	\$11,884	8	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	5	
Central Contra Costa Sanitary District	Information Technology Manager	\$14,855	\$18,057	1	0%	\$0	\$687	\$451	\$0		\$19,195	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,490	0%	\$0	\$24,490	1	
City of Placerville	Director of Information Technology	\$5,661	\$6,881	11	0%	\$0	\$0	\$172	\$0		\$7,053	11	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$526	\$0	\$9,814	0%	\$0	\$9,814	11	
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	9	0%	\$0	\$332	\$0	\$0		\$11,413	9	\$1,515	inc	inc	inc	\$33	\$16	\$0	\$161	\$100	\$13,238	0%	\$0	\$13,238	10	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Information Technology Manager	\$7,998	\$11,995	6	0%	\$0	\$0	\$250	\$0		\$12,245	6	\$1,848	inc	inc	inc	inc	\$43	\$0	\$174	\$0	\$14,310	0%	\$0	\$14,310	9	
Delta Diablo Sanitation District	Information Technology Manager	\$11,059	\$13,812	4	0%	\$0	\$449	\$0	\$0		\$14,261	3	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$887	\$0	\$17,957	0%	\$0	\$17,957	3	
Dublin San Ramon Services District	No Comparable Class																										Supervisor
El Dorado Irrigation District	Director of Information Technology	\$10,268	\$12,482	5	0%	\$0	\$0	\$0	\$0		\$12,482	5	\$0	\$1,624	\$136	\$17	\$45	\$0	\$0	\$868	\$0	\$15,172	0%	\$0	\$15,172	6	
Incline Village General Improvement District	Director of Information Technology	\$8,302	\$11,623	8	0%	\$0	\$581	\$0	\$0		\$12,205	7	\$1,266	inc	inc	inc	\$1	\$33	\$4	\$855	\$0	\$14,364	0%	\$0	\$14,364	8	
Mammoth Community Water District	Information Systems Manager	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	4	
Monterey One Water	No Comparable Class																										IS Manager does not supervise
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Information Technology Manager	\$8,607	\$10,985	10	0%	\$0	\$0	\$0	\$0		\$10,985	10	\$0	\$2,482	\$142	\$24	\$33	\$36	\$18	\$840	\$193	\$14,753	0%	\$0	\$14,753	7	
Sawyer Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Information Technology Director-CIO	\$11,489	\$13,964	3	1.89%	\$264	\$0	\$29	\$0		\$14,257	4	\$0	\$3,081	\$178	\$33	\$103	\$4	\$0	\$889	\$0	\$18,545	0%	\$0	\$18,545	2	
Truckee Sanitary District	No Comparable Class																										

<i>Labor Market Median</i>	\$12,239	\$12,363	\$14,962
<i>% TTSA is Above or Below Median</i>	-2.98%	-4.03%	3.81%
<i>Labor Market Mean</i>	\$12,561	\$12,912	\$16,028
<i>% TTSA is Above or Below Mean</i>	-5.70%	-8.65%	-3.04%
<i># Of Comparable Matches</i>	10		
			<i>TTSA's Rank 55th percentile</i>

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	6	0%	\$0		\$0	\$0	1x payment (not included)	\$8,568	6	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,158	0%	\$0	\$12,158	6	
Central Contra Costa Sanitary District	Information Technology Analyst II	\$9,888	\$11,977	2	0%	\$0	\$687	\$299	\$0		\$12,963	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$174	\$0	\$17,792	0%	\$0	\$17,792	1	No SCADA
City of Placerville	No Comparable Class																										IT Analyst- AA, No SCADA
City of Roseville	Information Technology Analyst II	\$5,329	\$7,498	9	0%	\$0	\$225	\$187	\$0		\$7,910	9	\$1,515	inc	inc	inc	\$22	\$20	\$0	\$109	\$100	\$9,677	0%	\$0	\$9,677	9	No SCADA
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Systems Analyst II	\$4,751	\$7,128	11	0%	\$0	\$0	\$250	\$0		\$7,378	10	\$1,848	inc	inc	inc	inc	\$43	\$0	\$103	\$0	\$9,372	0%	\$0	\$9,372	10	
Dales Diablo Sanitation District	Computer Analyst	\$8,271	\$10,330	4	0%	\$0	\$336	\$258	\$0		\$10,924	3	\$0	\$2,524	\$217	\$31	\$8	\$19	\$0	\$790	\$0	\$14,512	0%	\$0	\$14,512	4	
Dublin San Ramon Services District	Information Technology Analyst II	\$9,916	\$12,053	1	0%	\$0	\$208	\$0	\$0		\$12,261	2	\$0	\$2,028	\$161	\$30	\$41	\$14	\$57	\$861	\$0	\$15,454	0%	\$0	\$15,454	2	
El Dorado Irrigation District	Information Technology Analyst II	\$6,828	\$8,299	8	0%	\$0	\$0	\$0	\$0		\$8,299	8	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$635	\$0	\$10,714	0%	\$0	\$10,714	8	No SCADA
Incline Village General Improvement District	Network Administrator	\$5,097	\$7,136	10	0%	\$0	\$214	\$0	\$0		\$7,350	11	\$1,266	inc	inc	inc	\$0.43	\$21	\$4	\$546	\$0	\$9,187	0%	\$0	\$9,187	11	
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	SCADA Analyst	\$7,769	\$9,916	5	0%	\$0	\$0	\$0	\$595	6% max	\$10,511	5	\$2,490	inc	inc	inc	\$21	\$19	\$3	\$144	\$0	\$13,188	0.211%	\$21	\$13,167	5	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Network/Telecommunications Systems Administrator II	\$6,518	\$8,319	7	0%	\$0	\$0	\$0	\$0		\$8,319	7	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$636	\$117	\$11,747	0%	\$0	\$11,747	7	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	IT/SCADA Engineer	\$8,573	\$10,421	3	1.89%	\$197	\$0	\$29	\$0		\$10,647	4	\$0	\$3,081	\$178	\$33	\$77	\$3	\$0	\$797	\$0	\$14,816	0%	\$0	\$14,816	3	
Truckee Sanitary District	No Comparable Class																										GIS/IT Specialist

Labor Market Median	\$9,118	\$9,415	\$12,457
% TTSA is Above or Below Median	-6.41%	-9.89%	-2.46%
Labor Market Mean	\$9,308	\$9,656	\$12,644
% TTSA is Above or Below Mean	-8.63%	-12.70%	-3.99%
# Of Comparable Matches	10		
			TTSA's Rank 45th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	5	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,729	5	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,236	0%	\$0	\$9,236	5	
Central Contra Costa Sanitary District	Materials Coordinator	\$6,295	\$7,600	2	0%	\$0	\$471	\$190	\$0		\$8,261	2	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$110	\$0	\$13,026	0%	\$0	\$13,026	1	
City of Placerville	No Comparable Class																										
City of Roseville	Warehouse Worker II	\$3,378	\$4,754	8	0%	\$0	\$143	\$119	\$0		\$5,015	8	\$1,515	inc	inc	inc	\$14	\$13	\$0	\$69	\$100	\$6,726	0%	\$0	\$6,726	8	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Warehouse Technician	\$3,841	\$4,888	7	0%	\$0	\$54	\$244	\$0		\$5,187	7	\$1,848	inc	inc	inc	inc	\$0	\$0	\$71	\$0	\$7,105	0%	\$0	\$7,105	7	
Dales Diablo Sanitation District	Warehouse Technician II	\$6,902	\$8,619	1	0%	\$0	\$280	\$215	\$0		\$9,115	1	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$659	\$0	\$12,569	0%	\$0	\$12,569	2	
Dublin San Ramon Services District	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Materials Technician help with specs
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	Storeroom Clerk	\$5,177	\$6,607	3	0%	\$0	\$0	\$0	\$396	6% max	\$7,003	3	\$2,490	inc	inc	inc	\$15	\$14	\$2	\$96	\$0	\$9,620	0.211%	\$14	\$9,606	4	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Shipping and Receiving Clerk	\$4,301	\$5,489	6	0%	\$0	\$0	\$0	\$0		\$5,489	6	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$420	\$117	\$8,700	0%	\$0	\$8,700	6	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	Warehouse/Utility Worker	\$4,940	\$6,004	4	1.89%	\$113	\$0	\$29	\$0		\$6,147	4	\$0	\$3,081	\$178	\$33	\$44	\$2	\$0	\$459	\$0	\$9,944	0%	\$0	\$9,944	3	
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		\$6,004										\$6,147													\$9,606		
% TTSA is Above or Below Median		-4.80%																									
Labor Market Mean		\$6,280										\$6,602													\$9,668		
% TTSA is Above or Below Mean		-9.62%																									
# Of Comparable Matches		7																									
																										TTSA's Rank 38th percentile	

Data effective as of 5.1.2019
 Monterey 1 Water- PEPPA Employees pay an additional .211% (Cost sharing)
 Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPPA members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	5	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	5	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	5	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.
Central Contra Costa Sanitary District	Lab Superintendent	\$11,472	\$13,866	1	0%	\$0	\$687	\$347	\$0		\$14,899	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$201	\$0	\$19,884	0%	\$0	\$19,884	1	Lab Analyst IV cert
City of Placerville	Lab Director	\$5,339	\$6,489	9	0%	\$0	\$0	\$162	\$0		\$6,651	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$496	\$0	\$9,382	0%	\$0	\$9,382	9	Lab Analyst II cert
City of Roseville	Water Quality Lab Supervisor	\$6,468	\$8,668	8	0%	\$0	\$260	\$0	\$0		\$8,928	8	\$1,515	inc	inc	inc	\$26	\$14	\$0	\$126	\$100	\$10,709	0%	\$0	\$10,709	8	Lab Analyst II cert
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Lab Manager	\$6,374	\$9,561	7	0%	\$0	\$0	\$250	\$0		\$9,811	7	\$1,848	inc	inc	inc	inc	\$43	\$0	\$139	\$0	\$11,841	0%	\$0	\$11,841	7	Wastewater Quality Analyst IV within 9 months
Dales Diablo Sanitation District	Lab Manager	\$11,059	\$13,811	2	0%	\$0	\$449	\$0	\$0		\$14,260	2	\$0	\$2,524	\$217	\$31	\$19	\$19	\$0	\$887	\$0	\$17,956	0%	\$0	\$17,956	2	
Dublin San Ramon Services District	Lab Supervisor	\$11,253	\$13,678	3	0%	\$0	\$208	\$0	\$0		\$13,886	3	\$0	\$2,028	\$161	\$30	\$47	\$14	\$57	\$885	\$0	\$17,108	0%	\$0	\$17,108	3	Laboratory Analyst/ Water Quality Analyst Level III certificate within 6 months; Laboratory Analyst
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										Lab Technician reports to Water/Wastewater Operations Supervisor
Monterey One Water	Lab Supervisor	\$8,783	\$11,209	4	0%	\$0	\$0	\$0	\$673	6% max	\$11,882	4	\$2,490	inc	inc	inc	\$24	\$19	\$3	\$163	\$0	\$14,580	0.211%	\$24	\$14,556	4	Lab Analyst III cert
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Lab Director	\$8,128	\$10,374	6	0%	\$0	\$0	\$0	\$0		\$10,374	6	\$0	\$2,482	\$142	\$24	\$31	\$34	\$17	\$794	\$183	\$14,080	0%	\$0	\$14,080	6	Lab Technologist III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$10,792	\$11,128	\$14,318
% TTSA is Above or Below Median	-0.79%	-3.93%	0.22%
Labor Market Mean	\$10,957	\$11,336	\$14,439
% TTSA is Above or Below Mean	-2.34%	-5.88%	-0.63%
# Of Comparable Matches	8		
			TTSA's Rank 44th percentile

Data effective as of 5.1.2019
Monterey 1 Water - PEPPA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	3	Grade IV Mechanical Technologist
Central Contra Costa Sanitary District	Plant Maintenance Division Manager	\$14,855	\$18,057	1	0%	\$0	\$687	\$451	\$0		\$19,195	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,490	0%	\$0	\$24,490	1	Reports to Deputy General Manager
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Wastewater Utility Manager over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance
Delia Diablo Sanitation District	No Comparable Class																										Operations Manager is a division manager and reports to Resources Recovery Services Director
Dublin San Ramon Services District	No Comparable Class																										Operations Manager over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	Water and Wastewater Maintenance Superintendent	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	
Monterey One Water	No Comparable Class																										Over operations and maintenance
Napa Sanitation District	No Comparable Class																										Operations Services Director is over operations and maintenance
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		2																									
																								TTSA's Rank		Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	6	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,036	7	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$10,582	0%	\$0	\$10,582	6	Grade II Mechanical Technologist
Central Contra Costa Sanitary District	Mechanical Maintenance Technician II	\$7,600	\$9,211	1	0%	\$0	\$571	\$230	\$0		\$10,012	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$134	\$0	\$14,800	0%	\$0	\$14,800	1	
City of Placerville	Senior Maintenance Mechanic	\$5,126	\$6,231	9	0%	\$0	\$0	\$156	\$0		\$6,387	9	\$0	\$2,048	\$156	\$16	\$14	\$0	\$0	\$477	\$0	\$9,098	0%	\$0	\$9,098	8	Possession of the California Water Environment Association (CWEA) Laboratory Analyst Grade II certificate.
City of Roseville	Plant and Equipment Mechanic II	\$4,964	\$6,985	7	0%	\$0	\$310	\$0	\$0		\$7,295	6	\$1,515	inc	inc	inc	\$21	\$17	\$0	\$101	\$100	\$9,049	0%	\$0	\$9,049	9	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Treatment Plant Mechanic II	\$4,444	\$5,656	11	0%	\$0	\$54	\$250	\$0		\$5,960	11	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	11	Grade II Plant Maintenance Technologist within 2 years
Delta Diablo Sanitation District	Maintenance Mechanic II	\$6,902	\$8,619	3	0%	\$0	\$280	\$215	\$0		\$9,115	3	\$0	\$2,524	\$217	\$31	\$8	\$16	\$0	\$659	\$0	\$12,569	0%	\$0	\$12,569	2	Mechanical Technologist II
Dublin San Ramon Services District	Mechanic II	\$7,447	\$9,053	2	0%	\$0	\$208	\$0	\$0		\$9,261	2	\$0	\$2,028	\$161	\$30	\$7	\$14	\$43	\$693	\$0	\$12,237	0%	\$0	\$12,237	3	Grade II within 2 years
El Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	10	0%	\$0	\$0	\$0	\$0		\$6,159	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	10	CWEA Plant Maintenance Grade I
Incline Village General Improvement District	No Comparable Class																										split between several classifications
Mammoth Community Water District	Mechanical Maintenance Worker II	\$3,864	\$5,304	12	0%	\$0	\$106	\$0	\$0		\$5,410	12	\$0	\$2,096	\$164	\$24	\$34	\$21	DNA	\$77	\$0	\$7,826	0%	\$0	\$7,826	12	Grade II Collection Maintenance Technician or Grade II Water Distribution Operator
Monterey One Water	Maintenance Mechanic II	\$6,646	\$8,483	5	0%	\$0	\$0	\$0	\$509	6% max	\$8,992	4	\$2,490	inc	inc	inc	\$19	\$18	\$2	\$123	\$0	\$11,644	0.211%	\$18	\$11,626	4	Class B, Mechanical Technologist II
Napa Sanitation District	Equipment Maintenance Specialist II	\$6,396	\$8,578	4	0%	\$0	\$100	\$0	\$50	Grade III and Grade IV	\$8,728	5	\$0	\$1,997	\$174	\$26	\$14	\$30	DNA	\$124	\$0	\$11,094	0%	\$0	\$11,094	5	Grade II Mechanical Technologist cert
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$5,012	\$6,397	8	0%	\$0	\$0	\$0	\$0		\$6,397	8	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$489	\$117	\$9,678	0%	\$0	\$9,678	7	Maintenance Mechanical Technologist II
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

<i>Labor Market Median</i>	\$6,985										\$7,295																\$9,678
<i>% TTSA is Above or Below Median</i>	0.72%										-3.67%																8.54%
<i>Labor Market Mean</i>	\$7,334										\$7,610																\$10,389
<i>% TTSA is Above or Below Mean</i>	-4.24%										-8.16%																1.82%
<i># Of Comparable Matches</i>	11																										TTSA's Rank 50th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	4	Grade V
Central Contra Costa Sanitary District	Plant Operations Division Manager	\$14,855	\$18,057	1	0%	\$0	\$687	\$451	\$0		\$19,195	1	\$425	\$4,316	\$205	inc	\$88	\$0	\$0	\$262	\$0	\$24,490	0%	\$0	\$24,490	1	Wastewater Treatment V; Reports to Deputy General Manager
City of Placerville	No Comparable Class																										
City of Roseville	No Comparable Class																										Wastewater Utility Manager over operations and maintenance
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										Treatment Plant Manager is over a division within community services and is over operations and maintenance
Delta Diablo Sanitation District	No Comparable Class																										Operations Manager is a division manager and reports to Resources Recovery Services Director
Dublin San Ramon Services District	No Comparable Class																										Operations Manager over operations and maintenance
El Dorado Irrigation District	No Comparable Class																										Director of Operations over drinking water, wastewater and hydro
Incline Village General Improvement District	No Comparable Class																										Director of Public Works over utilities, engineering, buildings, fleet and resource conservation
Mammoth Community Water District	Water and Wastewater Operations Superintendent	\$9,341	\$14,730	2	0%	\$0	\$295	\$0	\$0		\$15,024	2	\$0	\$2,096	\$164	\$24	\$53	\$59	DNA	\$214	\$0	\$17,635	0%	\$0	\$17,635	2	Over water and wastewater; Possession of the appropriate certification issued by the California Department of Health Services and the State Water Resources Control Board.
Monterey One Water	No Comparable Class																										Over operations and maintenance
Napa Sanitation District	No Comparable Class																										Operations Services Director is over operations and maintenance
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
South Tahoe Public Utility District	Manager of Plant Operations	\$9,556	\$12,196	3	0%	\$0	\$0	\$0	\$0		\$12,196	3	\$0	\$2,482	\$142	\$24	\$37	\$40	\$20	\$863	\$215	\$16,018	0%	\$0	\$16,018	3	Over operations and maintenance; Possession of a California Wastewater Grade V State Certification is required within 18 months of appointment.
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		<i>Labor Market Median</i>		\$14,730							\$15,024															\$17,635	
		<i>% TTSAA is Above or Below Median</i>		-23.95%							-26.43%															-13.37%	
		<i>Labor Market Mean</i>		\$14,994							\$15,472															\$19,381	
		<i>% TTSAA is Above or Below Mean</i>		-26.17%							-30.19%															-24.59%	
		<i># Of Comparable Matches</i>		3																							TTSAA's Rank 1st percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	2	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,581	2	\$63	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,172	0%	\$0	\$12,172	2	Grade III
Central Contra Costa Sanitary District	Shift Supervisor	\$9,932	\$12,028	1	0%	\$0	\$687	\$301	\$0		\$13,015	1	\$220	\$4,316	\$205	inc	\$26	\$16	\$0	\$174	\$0	\$17,973	0%	\$0	\$17,973	1	Grade IV
City of Placerville	No Comparable Class																										Over operations and maintenance
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Crew Supervisor	\$5,049	\$6,831	4	0%	\$0	\$54	\$250	\$0		\$7,135	4	\$1,848	inc	inc	inc	inc	\$0	\$0	\$99	\$0	\$9,082	0%	\$0	\$9,082	4	Grade III
Del Norte Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										
Incline Village General Improvement District	No Comparable Class																										
Mammoth Community Water District	No Comparable Class																										
Monterey One Water	No Comparable Class																										
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operations Supervisor	\$6,365	\$8,124	3	0%	\$0	\$0	\$0	\$0		\$8,124	3	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$621	\$117	\$11,537	0%	\$0	\$11,537	3	assigned to a shift; Grade IV
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	\$8,124								\$8,124														\$11,537		
		% TTSA is Above or Below Median	5.33%								5.33%														5.21%		
		Labor Market Mean	\$8,994								\$9,425														\$12,664		
		% TTSA is Above or Below Mean	-4.82%								-9.83%														-5.69%		
		# Of Comparable Matches	3																							TTSA's Rank	50th percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	3	Grade IV
Central Contra Costa Sanitary District	No Comparable Class																										
City of Placerville	No Comparable Class																										Over operations and maintenance of plant and collection system
City of Roseville	No Comparable Class																										
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
Delta Diablo Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	No Comparable Class																										
El Dorado Irrigation District	No Comparable Class																										Over operations and maintenance
Incline Village General Improvement District	No Comparable Class																										Over operations and maintenance
Mammoth Community Water District	Wastewater Treatment Plant Chief Operator	\$7,854	\$11,381	1	0%	\$0	\$228	\$0	\$0		\$11,609	1	\$0	\$2,096	\$164	\$24	\$53	\$46	DNA	\$165	\$0	\$14,157	0%	\$0	\$14,157	2	Grade IV
Monterey One Water	Operations Supervisor	\$8,494	\$10,840	2	0%	\$0	\$0	\$0	\$650	6% max	\$11,490	2	\$2,490	inc	inc	inc	\$23	\$19	\$3	\$157	\$0	\$14,183	0.211%	\$23	\$14,160	1	Grade IV
Napa Sanitation District	No Comparable Class																										Over operations and maintenance
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Median	---	---	---
Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% TTSA is Above or Below Mean	---	---	---
# Of Comparable Matches	2		TTSA's Rank

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operator III	\$6,696	\$7,769	6	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,769	7	\$63	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,337	0%	\$0	\$11,337	5	Grade III
Central Contra Costa Sanitary District	Plant Operator III	\$8,170	\$9,888	1	0%	\$0	\$613	\$247	\$0		\$10,748	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$143	\$0	\$15,546	0%	\$0	\$15,546	1	Grade III
City of Placerville	No Comparable Class																										Operator III is a supervisor
City of Roseville	Wastewater Treatment Plant Operator Grade III	\$4,754	\$6,689	11	0%	\$0	\$201	\$167	\$201	3% max cert pay	\$7,258	8	\$1,515	inc	inc	inc	\$20	\$18	\$0	\$97	\$100	\$9,008	0%	\$0	\$9,008	11	24 hour salary used, Grade III
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	Wastewater Plant Operator III	\$4,444	\$5,656	12	0%	\$0	\$54	\$250	\$0		\$5,960	12	\$1,848	inc	inc	inc	inc	\$0	\$0	\$82	\$0	\$7,890	0%	\$0	\$7,890	12	Grade III
Delta Diablo Sanitation District	Operator III	\$7,592	\$9,481	3	0%	\$0	\$308	\$237	\$0		\$10,026	3	\$0	\$2,524	\$217	\$31	\$8	\$18	\$0	\$725	\$0	\$13,548	0%	\$0	\$13,548	2	Grade III
Dublin San Ramon Services District	Senior Wastewater Treatment Plant Operator III	\$8,033	\$9,764	2	0%	\$0	\$208	\$0	\$0		\$9,972	4	\$0	\$2,028	\$161	\$30	\$7	\$14	\$46	\$747	\$0	\$13,005	0%	\$0	\$13,005	3	Grade III
El Dorado Irrigation District	Wastewater Treatment Plant Operator III	\$5,821	\$7,074	8	0%	\$0	\$0	\$0	\$0		\$7,074	9	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$541	\$0	\$9,395	0%	\$0	\$9,395	10	Grade III
Incline Village General Improvement District	Water/Wastewater Operator III	\$5,471	\$7,660	7	0%	\$0	\$230	\$0	\$0		\$7,890	6	\$1,266	inc	inc	inc	\$0.43	\$22	\$4	\$586	\$0	\$9,769	0%	\$0	\$9,769	8	Grade III Water Treatment and Grade III Wastewater Treatment certification from State of Nevada Division of Environmental Protection (NDEP).
Mammoth Community Water District	Water/Wastewater Treatment Plant Operator III	\$5,122	\$6,890	10	0%	\$0	\$138	\$0	\$0		\$7,028	10	\$0	\$2,096	\$164	\$24	\$44	\$28	DNA	\$100	\$0	\$9,484	0%	\$0	\$9,484	9	Grade III and Grade III Water Treatment Operator
Monterey One Water	Senior Operator	\$7,400	\$9,445	4	0%	\$0	\$0	\$236	\$567	6% max Grade IV and Grade V	\$10,248	2	\$2,490	inc	inc	inc	\$21	\$19	\$3	\$137	\$0	\$12,917	0.211%	\$20	\$12,897	4	Grade III, Class B
Napa Sanitation District	Operator III	\$5,855	\$7,852	5	0%	\$0	\$100	\$0	\$50		\$8,002	5	\$0	\$1,997	\$174	\$26	\$14	\$27	DNA	\$114	\$0	\$10,355	0%	\$0	\$10,355	6	Grade III
North Tahoe Public Utility District	No Comparable Class																										
South Tahoe Public Utility District	Operator III	\$5,499	\$7,018	9	0%	\$0	\$0	\$0	\$0		\$7,018	11	\$0	\$2,482	\$142	\$24	\$16	\$11	\$0	\$537	\$117	\$10,346	0%	\$0	\$10,346	7	Grade III
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Donner Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	\$7,660	\$7,890
% TTSAA is Above or Below Median	1.41%	-1.55%
Labor Market Mean	\$7,947	\$8,293
% TTSAA is Above or Below Mean	-2.29%	-6.75%
# Of Comparable Matches	11	
TTSAA's Rank	58th percentile	

Data effective as of 5.1.2019
Monterey One Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Purchasing Agent	\$5,593	\$6,803	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$6,803	4	\$83	\$2,942	\$211	\$100	\$36	\$0	\$68	\$99	\$0	\$10,342	0%	\$0	\$10,342	3	
Central Contra Costa Sanitary District	Buyer	\$6,920	\$8,372	1	0%	\$0	\$519	\$209	\$0		\$9,100	1	\$100	\$4,316	\$205	inc	\$18	\$16	\$0	\$121	\$0	\$13,877	0%	\$0	\$13,877	1	
City of Placerville	No Comparable Class																										
City of Roseville	Administrative Technician	\$3,872	\$5,448	8	0%	\$0	\$163	\$136	\$0		\$5,748	9	\$1,515	inc	inc	inc	\$16	\$15	\$0	\$79	\$100	\$7,473	0%	\$0	\$7,473	10	
City of Sparks (Truckee Meadows Wastewater Reclamation Facility)	No Comparable Class																										
Dales Diablo Sanitation District	No Comparable Class																										
Dublin San Ramon Services District	No Comparable Class																										Buyer not budgeted
El Dorado Irrigation District	Administrative Technician	\$4,449	\$5,410	10	0%	\$0	\$0	\$0	\$0		\$5,410	10	\$0	\$1,624	\$136	\$17	\$3	\$0	\$0	\$414	\$0	\$7,604	0%	\$0	\$7,604	9	
Incline Village General Improvement District	Administrative Technician	\$3,129	\$4,381	11	0%	\$0	\$131	\$0	\$0		\$4,512	11	\$1,266	inc	inc	inc	\$0.43	\$13	\$4	\$335	\$0	\$6,131	0%	\$0	\$6,131	11	
Mammoth Community Water District	Purchasing Agent	\$4,358	\$6,247	7	0%	\$0	\$125	\$0	\$0		\$6,372	7	\$0	\$2,096	\$164	\$24	\$40	\$25	DNA	\$91	\$0	\$8,812	0%	\$0	\$8,812	7	
Monterey One Water	Procurement Specialist	\$5,609	\$7,158	2	0%	\$0	\$0	\$0	\$429	6% max	\$7,587	2	\$2,490	inc	inc	inc	\$16	\$15	\$2	\$104	\$0	\$10,214	0.211%	\$15	\$10,199	4	
Napa Sanitation District	No Comparable Class																										
North Tahoe Public Utility District	Purchasing Technician II	\$4,472	\$5,436	9	0%	\$0	\$0	\$0	\$544	10% max	\$5,979	8	\$2,256	inc	inc	inc	\$17	\$65	\$0	\$416	\$0	\$8,732	0%	\$0	\$8,732	8	
South Tahoe Public Utility District	No Comparable Class																										Purchasing Agent requires BA
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Technician	\$4,878	\$6,341	6	0%	\$0	\$127	\$0	\$0		\$6,468	6	\$42	\$2,076	\$122	\$27	\$8	\$14	\$0	\$485	\$0	\$9,241	0%	\$0	\$9,241	6	
Truckee Donner Public Utility District	Buyer/Clerk	\$5,862	\$7,126	3	1.89%	\$135	\$0	\$29	\$0		\$7,290	3	\$0	\$3,081	\$178	\$33	\$52	\$2	\$0	\$545	\$0	\$11,181	0%	\$0	\$11,181	2	
Truckee Sanitary District	Administrative Specialist	\$5,627	\$6,701	5	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,701	5	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$513	\$0	\$9,537	0%	\$0	\$9,537	5	
		<i>Labor Market Median</i>	\$6,294								\$6,420														\$9,026		
		<i>% TTSA is Above or Below Median</i>	7.48%								5.63%														12.72%		
		<i>Labor Market Mean</i>	\$6,262								\$6,517														\$9,279		
		<i>% TTSA is Above or Below Mean</i>	7.95%								4.21%														10.28%		
		<i># Of Comparable Matches</i>	10																								TTSA's Rank 73rd percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Survey Agencies
Member Districts List
Classic Members

CLASSIC MEMBERS										
Survey Classification	Mean			Total Cash			Total Compensation			# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean	
Accounting Technician II	\$7,786	\$5,550	28.71%	\$8,409	\$5,885	30.02%	\$11,977	\$8,573	28.42%	3
Administrative Assistant II	\$5,874	\$5,417	7.79%	\$6,344	\$5,654	10.87%	\$9,855	\$8,318	15.60%	2
Administrative Manager	\$11,884	\$12,249	-3.07%	\$12,835	\$12,635	1.56%	\$16,506	\$15,796	4.30%	3
Associate Engineer	\$10,308	\$10,528	-2.14%	\$11,133	\$11,094	0.35%	\$14,766	\$14,156	4.13%	3
Chemist II	\$8,265	Insuff Data	---	\$8,926	Insuff Data	---	\$12,509	Insuff Data	---	0
Chief Plant Operator	\$10,707	Insuff Data	---	\$11,564	Insuff Data	---	\$15,206	Insuff Data	---	0
Customer Service Specialist II	\$7,786	\$5,626	27.74%	\$8,409	\$5,957	29.16%	\$11,977	\$8,648	27.79%	3
Engineering Department Manager	\$14,062	\$14,465	-2.87%	\$15,187	\$15,203	-0.11%	\$18,912	\$18,325	3.11%	3
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	0
General Manager	\$16,805	\$17,619	-4.84%	\$18,149	\$18,155	-0.03%	\$21,942	\$21,413	2.41%	4
Human Resources Administrator	\$9,948	\$9,353	5.98%	\$10,744	\$9,637	10.31%	\$14,368	\$12,683	11.73%	3
Instrumentation and Electrical Supervisor	\$10,688	Insuff Data	---	\$11,543	Insuff Data	---	\$15,185	Insuff Data	---	0
Instrumentation and Electrical Technician II	\$9,002	Insuff Data	---	\$9,722	Insuff Data	---	\$13,323	Insuff Data	---	0
Information Technology Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	0
Information Technology Specialist	\$8,568	Insuff Data	---	\$9,253	Insuff Data	---	\$12,844	Insuff Data	---	0
Inventory Control Specialist	\$5,729	Insuff Data	---	\$6,187	Insuff Data	---	\$9,694	Insuff Data	---	0
Laboratory Director	\$10,707	Insuff Data	---	\$11,564	Insuff Data	---	\$15,206	Insuff Data	---	0
Maintenance Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	0
Mechanic II	\$7,036	Insuff Data	---	\$7,599	Insuff Data	---	\$11,145	Insuff Data	---	0
Operations Department Manager	\$11,884	Insuff Data	---	\$12,835	Insuff Data	---	\$16,506	Insuff Data	---	0
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$9,267	Insuff Data	---	\$12,858	Insuff Data	---	0
Operations Supervisor	\$9,473	Insuff Data	---	\$10,231	Insuff Data	---	\$13,843	Insuff Data	---	0
Operator III	\$7,769	Insuff Data	---	\$8,391	Insuff Data	---	\$11,958	Insuff Data	---	0
Purchasing Agent	\$6,803	\$6,182	9.13%	\$7,347	\$6,556	10.78%	\$10,886	\$9,289	14.67%	3

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Manager	\$10,242	\$11,884	3	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	3	
North Tahoe Public Utility District	Chief Financial Officer	\$11,894	\$14,457	1	0%	\$0	\$0	\$0	\$0		\$14,457	2	\$125	\$2,231	\$134	\$34	\$17	\$172	\$0	\$896	\$0	\$18,065	0.657%	\$95	\$17,970	2	BA
Squaw Valley Public Service District	No Comparable Class																										Finance and Administration Manager over Finance, HR, Risk Management
Tahoe City Public Utility District	Accounting Manager	\$6,445	\$8,379	4	0%	\$0	\$45	\$0	\$0		\$8,424	4	\$42	\$2,076	\$122	\$27	\$8	\$18	\$0	\$641	\$0	\$11,358	2.08%	\$174	\$11,184	4	
Truckee Sanitary District	Finance and Administrative Services Manager	\$11,681	\$13,910	2	8%	\$1,113	\$0	\$0	\$0	1x award (not included)	\$15,023	1	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$888	\$0	\$18,235	0%	\$0	\$18,235	1	BA

Labor Market Median	\$13,910	\$14,457	\$17,970
% TTSA is Above or Below Median	-17.05%	-12.64%	-8.87%
Labor Market Mean	\$12,249	\$12,635	\$15,796
% TTSA is Above or Below Mean	-3.07%	1.56%	4.30%
# Of Comparable Matches	3		T TSA's rank 54th percentile

Data effective as of 5.1.2019
Truckee Donner PUD-EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	4	8%	\$825	\$0	\$0	\$0	1x payment (not included)	\$11,133	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$14,766	0%	\$0	\$14,766	1	PE
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	1	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	1	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	2	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	3	0%	\$0	\$56	\$0	\$0		\$10,485	4	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,580	2.08%	\$217	\$13,363	4	PE; D2
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	2	8%	\$843	\$0	\$0	\$0	1x award (not included)	\$11,382	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$14,512	0%	\$0	\$14,512	3	PE
		<i>Labor Market Median</i>	\$10,539									\$11,382													\$14,512		
		<i>% T TSA is Above or Below Median</i>	-2.24%									-2.24%													1.72%		
		<i>Labor Market Mean</i>	\$10,526									\$11,094													\$14,156		
		<i>% T TSA is Above or Below Mean</i>	-2.14%									0.35%													4.13%		
		<i># Of Comparable Matches</i>	3																					T TSA's rank 100th percentile			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	1	8%	\$661	\$0	\$0	\$0	1x payment (not included)	\$8,926	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$12,509	0%	\$0	\$12,509	1	CWEA Grade II Laboratory Analyst Certificate	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	Labor Market Median			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Median			---							---																	
	Labor Market Mean			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Mean			---							---																	
	# Of Comparable Matches			0																								
																												TTSA's rank
																												Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	3	8%	\$1,125	\$0	\$0	\$0	1x payment (not included)	\$15,187	3	\$63	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$18,912	0%	\$0	\$18,912	3	
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	4	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	4	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	4	PE within 1 year
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	1	0%	\$0	\$86	\$0	\$0		\$16,084	1	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,310	2.08%	\$333	\$18,977	2	PE
Truckee Sanitary District	Manager/District Engineer	\$12,265	\$14,606	2	8%	\$1,168	\$0	\$0	\$0	1x award (not included)	\$15,774	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$18,997	0%	\$0	\$18,997	1	PE
	Labor Market Median		\$14,606								\$15,774																
	% TTSA is Above or Below Median		-3.87%								-3.87%																
	Labor Market Mean		\$14,465								\$15,203																
	% TTSA is Above or Below Mean		-2.87%								-0.11%																
	# Of Comparable Matches		3																								
																											TTSA's rank 63rd percentile

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	1	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	1	
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		0																						TTSA's rank		Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	3	8%	\$1,344	\$0	\$0	\$0	1x payment (not included)	\$18,149	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$21,942	0%	\$0	\$21,942	3	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	5	0%	\$0	\$0	\$0	\$0		\$15,417	5	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0.657%	\$101	\$18,949	5	
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	1	0%	\$0	\$0	\$0	\$0		\$20,166	1	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	1	PE desired
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	2	0%	\$0	\$852	\$0	\$0		\$19,611	2	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$22,876	2.08%	\$390	\$22,486	2	
Truckee Sanitary District	General Manager	\$16,134	\$16,134	4	8%	\$1,291	\$0	\$0	\$0	1x award (not included)	\$17,425	4	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$20,669	0%	\$0	\$20,669	4	PE
<i>Labor Market Median</i>											\$18,518																
<i>% T TSA is Above or Below Median</i>											-2.03%																
<i>Labor Market Mean</i>											\$18,155																
<i>% T TSA is Above or Below Mean</i>											-0.03%																
<i># Of Comparable Matches</i>																											
								</																			

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	3	8%	\$796	\$0	\$0	\$0	1x payment (not included)	\$10,744	2	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$14,368	0%	\$0	\$14,368	1	
North Tahoe Public Utility District	Human Resources Manager	\$6,572	\$7,988	4	0%	\$0	\$0	\$0	\$0		\$7,988	4	\$125	\$2,231	\$134	\$34	\$17	\$95	\$0	\$611	\$0	\$11,234	0.657%	\$52	\$11,181	4	Does not supervise
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	1	0%	\$0	\$55	\$0	\$0		\$10,177	3	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,247	2.08%	\$211	\$13,037	3	
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	2	8%	\$796	\$0	\$0	\$0	1x award (not included)	\$10,745	1	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,830	0%	\$0	\$13,830	2	
<i>Labor Market Median</i>		\$9,949								\$10,177																	
<i>% T TSA is Above or Below Median</i>		-0.01%								5.28%																	
<i>Labor Market Mean</i>		\$9,353								\$9,637																	
<i>% T TSA is Above or Below Mean</i>		5.98%								10.31%																	
<i># Of Comparable Matches</i>		3																								T TSA's rank 55th percentile	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	1	8%	\$855	\$0	\$0	\$0	1x payment (not included)	\$11,543	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,185	0%	\$0	\$15,185	1	Electrical Instrumentation Technology Grade IV
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		0																									
																								TTSA's rank		Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments		
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	1	8%	\$720	\$0	\$0	\$0	1x payment (not included)	\$9,722	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$13,323	0%	\$0	\$13,323	1	Electrical Instrumentation Technology Grade II		
North Tahoe Public Utility District	No Comparable Class																												
Squaw Valley Public Service District	No Comparable Class																												
Tahoe City Public Utility District	No Comparable Class																												
Truckee Sanitary District	No Comparable Class																												
	Labor Market Median	Insuff Data										Insuff Data																	
	% TTSA is Above or Below Median	---										---																	
	Labor Market Mean	Insuff Data										Insuff Data																	
	% TTSA is Above or Below Mean	---										---																	
	# Of Comparable Matches	0																											

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	1	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	1	
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																	
<i>% TTSA is Above or Below Median</i>		---								---																	
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																	
<i>% TTSA is Above or Below Mean</i>		---								---																	
<i># Of Comparable Matches</i>		0																									
																								TTSA's rank		<i>Insuff Data</i>	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments		
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	1	8%	\$685	\$0	\$0	\$0	1x payment (not included)	\$9,253	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,844	0%	\$0	\$12,844	1			
North Tahoe Public Utility District	No Comparable Class																												
Squaw Valley Public Service District	No Comparable Class																												
Tahoe City Public Utility District	No Comparable Class																												
Truckee Sanitary District	No Comparable Class																											GIS/IT Specialist	
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																			
<i>% TTSA is Above or Below Median</i>		---								---																			
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																			
<i>% TTSA is Above or Below Mean</i>		---								---																			
<i># Of Comparable Matches</i>		0																											
																												TTSA's rank	
																												<i>Insuff Data</i>	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	1	8%	\$458	\$0	\$0	\$0	1x payment (not included)	\$6,187	1	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,694	0%	\$0	\$9,694	1		
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		Labor Market Median	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Median	---												---											---		
		Labor Market Mean	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Mean	---												---											---		
		# Of Comparable Matches	0																							TTSA's rank	Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments		
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	1	8%	\$857	\$0	\$0	\$0	1x payment (not included)	\$11,564	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$15,206	0%	\$0	\$15,206	1	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.		
North Tahoe Public Utility District	No Comparable Class																												
Squaw Valley Public Service District	No Comparable Class																												
Tahoe City Public Utility District	No Comparable Class																												
Truckee Sanitary District	No Comparable Class																												
	<i>Labor Market Median</i>										<i>Insuff Data</i>																	<i>Insuff Data</i>	
	<i>% TTSA is Above or Below Median</i>																												<i>---</i>
	<i>Labor Market Mean</i>																												<i>Insuff Data</i>
	<i>% TTSA is Above or Below Mean</i>																												<i>---</i>
	<i># Of Comparable Matches</i>																												<i>0</i>
																													<i>TTSA's rank</i>
																													<i>Insuff Data</i>

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	1	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	1	Grade IV Mechanical Technologist
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
	Labor Market Median			Insuff Data							Insuff Data															Insuff Data	
	% TTSA is Above or Below Median			---							---															---	
	Labor Market Mean			Insuff Data							Insuff Data															Insuff Data	
	% TTSA is Above or Below Mean			---							---															---	
	# Of Comparable Matches			0																							
																											TTSA's rank
																											Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	1	8%	\$563	\$0	\$0	\$0	1x payment (not included)	\$7,599	1	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$11,145	0%	\$0	\$11,145	1	Grade II Mechanical Technologist	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	Labor Market Median			Insuff Data											Insuff Data											Insuff Data		
	% TTSA is Above or Below Median			---											---											---		
	Labor Market Mean			Insuff Data											Insuff Data											Insuff Data		
	% TTSA is Above or Below Mean			---											---											---		
	# Of Comparable Matches			0																						TTSA's rank	Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments		
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	1	8%	\$951	\$0	\$0	\$0	1x payment (not included)	\$12,835	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$16,506	0%	\$0	\$16,506	1	Grade V		
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager		
Squaw Valley Public Service District	No Comparable Class																												
Tahoe City Public Utility District	No Comparable Class																												
Truckee Sanitary District	No Comparable Class																												
	Labor Market Median	Insuff Data										Insuff Data																	
	% TTSA is Above or Below Median	---										---																	
	Labor Market Mean	Insuff Data										Insuff Data																	
	% TTSA is Above or Below Mean	---										---																	
	# Of Comparable Matches	0																											

Data effective as of 5.1.2019

TTSA's rank Insuff Data

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	1	8%	\$686	\$0	\$0	\$0	1x payment (not included)	\$9,267	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,858	0%	\$0	\$12,858	1	Grade III	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	Labor Market Median			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Median			---							---																	
	Labor Market Mean			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Mean			---							---																	
	# Of Comparable Matches			0																								

Data effective as of 5.1.2019

TTSA's rank insuff Data

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	1	8%	\$758	\$0	\$0	\$0	1x payment (not included)	\$10,231	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,843	0%	\$0	\$13,843	1	Grade IV	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	<i>Labor Market Median</i>										<i>Insuff Data</i>																<i>Insuff Data</i>	
	<i>% TTSA is Above or Below Median</i>																											<i>---</i>
	<i>Labor Market Mean</i>																											<i>Insuff Data</i>
	<i>% TTSA is Above or Below Mean</i>																											<i>---</i>
	<i># Of Comparable Matches</i>																											<i>0</i>
																												<i>TTSA's rank</i>
																												<i>Insuff Data</i>

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments		
Tahoe Truckee Sanitation Agency	Operator III	\$6,696	\$7,769	1	8%	\$622	\$0	\$0	\$0	1x payment (not included)	\$8,391	1	\$63	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,958	0%	\$0	\$11,958	1	Grade III		
North Tahoe Public Utility District	No Comparable Class																												
Squaw Valley Public Service District	No Comparable Class																												
Tahoe City Public Utility District	No Comparable Class																												
Truckee Sanitary District	No Comparable Class																												
		<i>Labor Market Median</i>		<i>Insuff Data</i>						<i>Insuff Data</i>																			
		<i>% TTSA is Above or Below Median</i>		---						<i>---</i>																			
		<i>Labor Market Mean</i>		<i>Insuff Data</i>						<i>Insuff Data</i>																			
		<i>% TTSA is Above or Below Mean</i>		---						<i>---</i>																			
		<i># Of Comparable Matches</i>		0																									
																								<i>TTSA's rank</i>		<i>Insuff Data</i>			

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Purchasing Agent	\$5,593	\$6,803	1	8%	\$544	\$0	\$0	\$0	1x payment (not included)	\$7,347	1	\$83	\$2,942	\$211	\$100	\$36	\$0	\$68	\$99	\$0	\$10,886	0%	\$0	\$10,886	1		
North Tahoe Public Utility District	Purchasing Technician II	\$4,528	\$5,504	4	0%	\$0	\$0	\$0	\$550	10% max	\$6,054	4	\$2,256	inc	inc	inc	\$17	\$65	\$0	\$421	\$0	\$8,813	0.657%	\$36	\$8,777	4		
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	Administrative Technician	\$4,878	\$6,341	3	0%	\$0	\$34	\$0	\$0		\$6,375	3	\$42	\$2,076	\$122	\$27	\$8	\$14	\$0	\$485	\$0	\$9,149	2.08%	\$132	\$9,017	3		
Truckee Sanitary District	Administrative Specialist	\$5,627	\$6,701	2	8%	\$536	\$0	\$0	\$0	1x award (not included)	\$7,237	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$513	\$0	\$10,073	0%	\$0	\$10,073	2		
		<i>Labor Market Median</i>	\$6,341									\$6,375															\$9,017	
		<i>% TTSA is Above or Below Median</i>	6.79%									13.23%															17.17%	
		<i>Labor Market Mean</i>	\$6,182									\$6,556															\$9,289	
		<i>% TTSA is Above or Below Mean</i>	9.13%									10.78%															14.67%	
		<i># Of Comparable Matches</i>	3																								TTSA's rank	78th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays 8% PERS member share, but ER adds 1.89% back to paycheck

Survey Agencies
Member Districts List
PEPRA Members

PEPRA Employees										
MEDIAN										
	Base Salary			Total Cash			Total Compensation			
Survey Classification	TTSA Maximum Base Salary	Labor Market Median Base Salary	% TTSA Is Above or Below Labor Market Median	TTSA Total Cash	Labor Market Median Total Cash	% TTSA Is Above or Below Labor Market Median	TTSA Total Compensation	Labor Market Median Total Compensation	% TTSA Is Above or Below Labor Market Median	# of Comparables
Accounting Technician II	\$7,786	\$5,684	27.00%	\$7,786	\$5,798	25.54%	\$11,354	\$8,519	24.97%	3
Administrative Assistant II	\$5,874	\$5,417	7.79%	\$5,874	\$5,469	6.89%	\$9,385	\$8,188	12.76%	2
Administrative Manager	\$11,884	\$13,910	-17.05%	\$11,884	\$13,910	-17.05%	\$15,556	\$17,122	-10.07%	3
Associate Engineer	\$10,308	\$10,539	-2.24%	\$10,308	\$10,638	-3.20%	\$13,941	\$13,732	1.50%	3
Chemist II	\$8,265	Insuff Data	---	\$8,265	Insuff Data	---	\$11,848	Insuff Data	---	0
Chief Plant Operator	\$10,707	Insuff Data	---	\$10,707	Insuff Data	---	\$14,350	Insuff Data	---	0
Customer Service Specialist II	\$7,786	\$6,034	22.50%	\$7,786	\$6,155	20.95%	\$11,354	\$8,904	21.58%	3
Engineering Department Manager	\$14,062	\$14,606	-3.87%	\$14,062	\$14,606	-3.87%	\$17,787	\$17,828	-0.23%	3
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	0
General Manager	\$16,805	\$17,447	-3.82%	\$16,805	\$18,009	-7.17%	\$20,597	\$21,264	-3.24%	4
Human Resources Administrator	\$9,948	\$9,949	-0.01%	\$9,948	\$9,949	-0.01%	\$13,572	\$13,034	3.97%	3
Instrumentation and Electrical Supervisor	\$10,688	Insuff Data	---	\$10,688	Insuff Data	---	\$14,330	Insuff Data	---	0
Instrumentation and Electrical Technician II	\$9,002	Insuff Data	---	\$9,002	Insuff Data	---	\$12,603	Insuff Data	---	0
Information Technology Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Information Technology Specialist	\$8,568	Insuff Data	---	\$8,568	Insuff Data	---	\$12,158	Insuff Data	---	0
Inventory Control Specialist	\$5,729	Insuff Data	---	\$5,729	Insuff Data	---	\$9,236	Insuff Data	---	0
Laboratory Director	\$10,707	Insuff Data	---	\$10,707	Insuff Data	---	\$14,350	Insuff Data	---	0
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Mechanic II	\$7,036	Insuff Data	---	\$7,036	Insuff Data	---	\$10,582	Insuff Data	---	0
Operations Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$8,581	Insuff Data	---	\$12,172	Insuff Data	---	0
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	0
Operator III	\$7,769	Insuff Data	---	\$7,769	Insuff Data	---	\$11,337	Insuff Data	---	0
Purchasing Agent	\$6,803	\$6,341	6.79%	\$6,803	\$6,468	4.93%	\$10,342	\$9,241	10.64%	3

Survey Classification	PEPRA Employees									# of Comparables
	Base Salary			Total Cash			Total Compensation			
	TTSA Maximum Base Salary	Labor Market Mean Base Salary	% TTSA Is Above or Below Labor Market Mean	TTSA Total Cash	Labor Market Mean Total Cash	% TTSA Is Above or Below Labor Market Mean	TTSA Total Compensation	Labor Market Mean Total Compensation	% TTSA Is Above or Below Labor Market Mean	
Accounting Technician II	\$7,786	\$5,531	28.97%	\$7,786	\$5,726	26.46%	\$11,354	\$8,462	25.47%	3
Administrative Assistant II	\$5,874	\$5,417	7.79%	\$5,874	\$5,469	6.89%	\$9,385	\$8,188	12.76%	2
Administrative Manager	\$11,884	\$12,189	-2.57%	\$11,884	\$12,245	-3.04%	\$15,556	\$15,494	0.39%	3
Associate Engineer	\$10,308	\$10,528	-2.14%	\$10,308	\$10,863	-5.39%	\$13,941	\$13,998	-0.41%	3
Chemist II	\$8,265	Insuff Data	---	\$8,265	Insuff Data	---	\$11,848	Insuff Data	---	0
Chief Plant Operator	\$10,707	Insuff Data	---	\$10,707	Insuff Data	---	\$14,350	Insuff Data	---	0
Customer Service Specialist II	\$7,786	\$5,607	27.99%	\$7,786	\$5,800	25.50%	\$11,354	\$8,542	24.77%	3
Engineering Department Manager	\$14,062	\$14,465	-2.87%	\$14,062	\$14,892	-5.90%	\$17,787	\$18,124	-1.89%	3
Environmental Health & Safety & Emergency Response Coordinator	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	0
General Manager	\$16,805	\$17,619	-4.84%	\$16,805	\$17,900	-6.52%	\$20,597	\$21,282	-3.32%	4
Human Resources Administrator	\$9,948	\$9,320	6.31%	\$9,948	\$9,388	5.63%	\$13,572	\$12,518	7.76%	3
Instrumentation and Electrical Supervisor	\$10,688	Insuff Data	---	\$10,688	Insuff Data	---	\$14,330	Insuff Data	---	0
Instrumentation and Electrical Technician II	\$9,002	Insuff Data	---	\$9,002	Insuff Data	---	\$12,603	Insuff Data	---	0
Information Technology Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Information Technology Specialist	\$8,568	Insuff Data	---	\$8,568	Insuff Data	---	\$12,158	Insuff Data	---	0
Inventory Control Specialist	\$5,729	Insuff Data	---	\$5,729	Insuff Data	---	\$9,236	Insuff Data	---	0
Laboratory Director	\$10,707	Insuff Data	---	\$10,707	Insuff Data	---	\$14,350	Insuff Data	---	0
Maintenance Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Mechanic II	\$7,036	Insuff Data	---	\$7,036	Insuff Data	---	\$10,582	Insuff Data	---	0
Operations Department Manager	\$11,884	Insuff Data	---	\$11,884	Insuff Data	---	\$15,556	Insuff Data	---	0
Operations Shift Supervisor	\$8,581	Insuff Data	---	\$8,581	Insuff Data	---	\$12,172	Insuff Data	---	0
Operations Supervisor	\$9,473	Insuff Data	---	\$9,473	Insuff Data	---	\$13,085	Insuff Data	---	0
Operator III	\$7,769	Insuff Data	---	\$7,769	Insuff Data	---	\$11,337	Insuff Data	---	0
Purchasing Agent	\$6,803	\$6,159	9.46%	\$6,803	\$6,383	6.18%	\$10,342	\$9,170	11.33%	3

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Accounting Technician II	\$6,402	\$7,786	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	1	
North Tahoe Public Utility District	Accounting Technician II	\$3,889	\$4,727	4	0%	\$0	\$0	\$0	\$473	10% max	\$5,199	4	\$2,256	inc	inc	inc	\$17	\$56	\$0	\$362	\$0	\$7,890	0%	\$0	\$7,890	4	
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Assistant II	\$4,372	\$5,684	3	0%	\$0	\$114	\$0	\$0		\$5,798	3	\$42	\$2,076	\$122	\$27	\$7	\$12	\$0	\$435	\$0	\$8,519	0%	\$0	\$8,519	3	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	2	
	<i>Labor Market Median</i>		\$5,684								\$5,798														\$8,519		
	<i>% TTSA is Above or Below Median</i>		27.00%								25.54%														24.97%		
	<i>Labor Market Mean</i>		\$5,531								\$5,726														\$8,462		
	<i>% TTSA is Above or Below Mean</i>		28.97%								26.46%														25.47%		
	<i># Of Comparable Matches</i>		3																						TTSA's Rank	100th percentile	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Assistant II	\$4,830	\$5,874	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,874	1	\$83	\$2,942	\$211	\$100	\$31	\$0	\$59	\$85	\$0	\$9,385	0%	\$0	\$9,385	1	
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Administrative Assistant II	\$4,038	\$5,249	3	0%	\$0	\$105	\$0	\$0		\$5,354	3	\$42	\$2,076	\$122	\$27	\$7	\$11	\$0	\$402	\$0	\$8,040	0%	\$0	\$8,040	3	
Truckee Sanitary District	Administrative Assistant II	\$4,689	\$5,584	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$5,584	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$427	\$0	\$8,335	0%	\$0	\$8,335	2	
<i>Labor Market Median</i>		\$5,417								\$5,469																	
<i>% TTSA is Above or Below Median</i>		7.79%								6.89%																	
<i>Labor Market Mean</i>		\$5,417								\$5,469																	
<i>% TTSA is Above or Below Mean</i>		7.79%								6.89%																	
<i># Of Comparable Matches</i>		2																									
																							TTSA's Rank		100th percentile		

Data effective as of 5.1.2019
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Administrative Manager	\$10,242	\$11,884	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	3	
North Tahoe Public Utility District	Chief Financial Officer	\$11,747	\$14,278	1	0%	\$0	\$0	\$0	\$0		\$14,278	1	\$125	\$2,231	\$134	\$34	\$17	\$170	\$0	\$894	\$0	\$17,881	0%	\$0	\$17,881	1	BA
Squaw Valley Public Service District	No Comparable Class																										Finance and Administration Manager over Finance, HR, Risk Management
Tahoe City Public Utility District	Accounting Manager	\$6,445	\$8,379	4	0%	\$0	\$168	\$0	\$0		\$8,547	4	\$42	\$2,076	\$122	\$27	\$8	\$18	\$0	\$641	\$0	\$11,480	0%	\$0	\$11,480	4	
Truckee Sanitary District	Finance and Administrative Services Manager	\$11,681	\$13,910	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$13,910	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$888	\$0	\$17,122	0%	\$0	\$17,122	2	BA

Labor Market Median	\$13,910	\$13,910	\$17,122
% TTSA is Above or Below Median	-17.05%	-17.05%	-10.07%
Labor Market Mean	\$12,189	\$12,245	\$15,494
% TTSA is Above or Below Mean	-2.57%	-3.04%	0.39%
# Of Comparable Matches	3		T TSA's Rank 45th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Associate Engineer	\$8,889	\$10,308	4	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,308	4	\$83	\$2,942	\$211	\$100	\$44	\$0	\$103	\$149	\$0	\$13,941	0%	\$0	\$13,941	2	PE
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	Associate Engineer	\$8,735	\$10,617	1	0%	\$0	\$0	\$0	\$796	7.5% max	\$11,413	1	\$0	\$2,076	\$187	\$49	\$8	\$40	\$8	\$812	\$0	\$14,594	0%	\$0	\$14,594	1	PE
Tahoe City Public Utility District	Associate Civil Engineer	\$8,022	\$10,429	3	0%	\$0	\$209	\$0	\$0		\$10,638	2	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$798	\$0	\$13,732	0%	\$0	\$13,732	3	PE; D2
Truckee Sanitary District	Associate Engineer	\$8,850	\$10,539	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$10,539	3	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$806	\$0	\$13,669	0%	\$0	\$13,669	4	PE
<i>Labor Market Median</i>		\$10,539								\$10,638																	
<i>% TTSA is Above or Below Median</i>		-2.24%								-3.20%																	
<i>Labor Market Mean</i>		\$10,526								\$10,863																	
<i>% TTSA is Above or Below Mean</i>		-2.14%								-5.39%																	
<i># Of Comparable Matches</i>		3																								TTSA's Rank 77th percentile	

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Chemist II	\$7,122	\$8,265	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,265	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$83	\$120	\$0	\$11,848	0%	\$0	\$11,848	1	CWEA Grade II Laboratory Analyst Certificate	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		Labor Market Median	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Median	---												---											---		
		Labor Market Mean	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Mean	---												---											---		
		# Of Comparable Matches	0																									
																										TTSA's Rank	Insuff Data	

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Chief Plant Operator	\$9,227	\$10,707	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	1	Grade V	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	Labor Market Median			Insuff Data											Insuff Data			Insuff Data										
	% TTSA is Above or Below Median			---											---			---										
	Labor Market Mean			Insuff Data											Insuff Data			Insuff Data										
	% TTSA is Above or Below Mean			---											---			---										
	# Of Comparable Matches			0																	TTSA's Rank	Insuff Data						

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Customer Service Specialist II	\$6,402	\$7,786	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,786	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,354	0%	\$0	\$11,354	1	
North Tahoe Public Utility District	Customer Services Representative II	\$3,788	\$4,605	4	0%	\$0	\$0	\$0	\$460	10% max	\$5,065	4	\$2,256	inc	inc	inc	\$17	\$55	\$0	\$352	\$0	\$7,745	0%	\$0	\$7,745	4	
Sawaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Accounting Technician	\$4,641	\$6,034	3	0%	\$0	\$121	\$0	\$0		\$6,155	3	\$42	\$2,076	\$122	\$27	\$8	\$13	\$0	\$462	\$0	\$8,904	0%	\$0	\$8,904	3	
Truckee Sanitary District	Accounting Technician II	\$5,190	\$6,181	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$6,181	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$473	\$0	\$8,977	0%	\$0	\$8,977	2	

0%

Labor Market Median	\$6,034	\$6,155	\$8,904
% TTSA is Above or Below Median	22.50%	20.95%	21.58%
Labor Market Mean	\$5,607	\$5,800	\$8,542
% TTSA is Above or Below Mean	27.99%	25.50%	24.77%
# Of Comparable Matches	3		TTSA's Rank 100th percentile

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Engineering Department Manager	\$12,122	\$14,062	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$14,062	3	\$63	\$2,942	\$211	\$100	\$44	\$0	\$141	\$204	\$0	\$17,787	0%	\$0	\$17,787	3	
North Tahoe Public Utility District	No Comparable Class																										Engineering and Operations Manager
Squaw Valley Public Service District	District Engineer	\$10,524	\$12,792	4	0%	\$0	\$0	\$0	\$959	7.5% max	\$13,751	4	\$0	\$2,076	\$187	\$49	\$8	\$48	\$8	\$872	\$0	\$17,000	0%	\$0	\$17,000	4	PE within 1 year
Tahoe City Public Utility District	District Engineer/Assistant General Manager	\$12,306	\$15,998	1	0%	\$0	\$320	\$0	\$0		\$16,318	1	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$919	\$0	\$19,543	0%	\$0	\$19,543	1	PE
Truckee Sanitary District	Assistant General Manager/District Engineer	\$12,265	\$14,606	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$14,606	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$898	\$0	\$17,828	0%	\$0	\$17,828	2	PE
	Labor Market Median		\$14,606								\$14,606																
	% TTSA is Above or Below Median		-3.87%								-3.87%																
	Labor Market Mean		\$14,465								\$14,892																
	% TTSA is Above or Below Mean		-2.87%								-5.90%																
	# Of Comparable Matches		3																								
																											TTSA's Rank 50th percentile

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Environmental Health & Safety & Emergency Response Coordinator	\$8,163	\$9,473	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	1	
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		0																									
																							TTSA's Rank		Insuff Data		

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	General Manager	\$16,805	\$16,805	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$16,805	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$168	\$244	\$0	\$20,597	0%	\$0	\$20,597	3	
North Tahoe Public Utility District	General Manager	\$15,417	\$15,417	5	0%	\$0	\$0	\$0	\$0		\$15,417	5	\$125	\$2,231	\$134	\$34	\$17	\$183	\$0	\$910	\$0	\$19,050	0%	\$0	\$19,050	5	
Squaw Valley Public Service District	General Manager	\$20,166	\$20,166	1	0%	\$0	\$0	\$0	\$0		\$20,166	1	\$0	\$2,076	\$187	\$49	\$8	\$76	\$8	\$979	\$0	\$23,550	0%	\$0	\$23,550	1	PE desired
Tahoe City Public Utility District	General Manager	\$14,430	\$18,759	2	0%	\$0	\$1,126	\$0	\$0		\$19,885	2	\$42	\$2,076	\$122	\$27	\$8	\$32	\$0	\$959	\$0	\$23,150	0%	\$0	\$23,150	2	
Truckee Sanitary District	General Manager	\$16,134	\$16,134	4	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$16,134	4	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$921	\$0	\$19,378	0%	\$0	\$19,378	4	PE
<i>Labor Market Median</i>		\$17,447								\$18,009																	
<i>% TTSA is Above or Below Median</i>		-3.82%								-7.17%																	
<i>Labor Market Mean</i>		\$17,619								\$17,900																	
<i>% TTSA is Above or Below Mean</i>		-4.84%								-6.52%																	
<i># Of Comparable Matches</i>		4																									
																							TTSA's Rank		40th percentile		

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Human Resources Administrator	\$8,579	\$9,948	3	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,948	3	\$83	\$2,942	\$211	\$100	\$44	\$0	\$99	\$144	\$0	\$13,572	0%	\$0	\$13,572	1	
North Tahoe Public Utility District	Human Resources Manager	\$6,491	\$7,889	4	0%	\$0	\$0	\$0	\$0		\$7,889	4	\$125	\$2,231	\$134	\$34	\$17	\$94	\$0	\$604	\$0	\$11,126	0%	\$0	\$11,126	4	Does not supervise
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	Human Resources Administrator/Risk Manager	\$7,787	\$10,122	1	0%	\$0	\$202	\$0	\$0		\$10,324	1	\$42	\$2,076	\$122	\$27	\$8	\$22	\$0	\$774	\$0	\$13,395	0%	\$0	\$13,395	2	
Truckee Sanitary District	Human Resources/Risk Administrator	\$8,354	\$9,949	2	0%	\$0	\$0	\$0	\$0	1x award (not included)	\$9,949	2	\$0	\$2,076	\$154	\$50	\$43	\$0	\$0	\$761	\$0	\$13,034	0%	\$0	\$13,034	3	
<i>Labor Market Median</i>		\$9,949								\$9,949																	
<i>% TTSA is Above or Below Median</i>		-0.01%								-0.01%																	
<i>Labor Market Mean</i>		\$9,320								\$9,388																	
<i>% TTSA is Above or Below Mean</i>		6.31%								5.63%																	
<i># Of Comparable Matches</i>		3																									
																							TTSA's Rank		36th percentile		

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)
Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments			
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Supervisor	\$9,211	\$10,688	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,688	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,330	0%	\$0	\$14,330	1	Electrical Instrumentation Technology Grade IV			
North Tahoe Public Utility District	No Comparable Class																													
Squaw Valley Public Service District	No Comparable Class																													
Tahoe City Public Utility District	No Comparable Class																													
Truckee Sanitary District	No Comparable Class																													
	Labor Market Median	Insuff Data										Insuff Data																		
	% TTSA is Above or Below Median	---										---																		
	Labor Market Mean	Insuff Data										Insuff Data																		
	% TTSA is Above or Below Mean	---										---																		
	# Of Comparable Matches	0																												

Data effective as of 5.1.2019

TTSA's Rank Insuff Data

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Instrumentation and Electrical Technician II	\$7,758	\$9,002	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,002	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$90	\$131	\$0	\$12,603	0%	\$0	\$12,603	1	Electrical Instrumentation Technology Grade II	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Median</i>		---								---																		
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Mean</i>		---								---																		
<i># Of Comparable Matches</i>		0																										
																										TTSA's Rank		<i>Insuff Data</i>

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Information Technology Manager	\$10,242	\$11,884	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	1		
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		Labor Market Median	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Median	---												---											---		
		Labor Market Mean	Insuff Data												Insuff Data											Insuff Data		
		% TTSA is Above or Below Mean	---												---											---		
		# Of Comparable Matches	0																							TTSA's Rank	Insuff Data	

Data effective as of 5.1.2019
Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SDI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Information Technology Specialist	\$7,381	\$8,568	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,568	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,158	0%	\$0	\$12,158	1		
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											GIS/IT Specialist
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Median</i>		<i>---</i>								<i>---</i>																		
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Mean</i>		<i>---</i>								<i>---</i>																		
<i># Of Comparable Matches</i>		<i>0</i>								<i>---</i>																		

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Inventory Control Specialist	\$4,933	\$5,729	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$5,729	1	\$83	\$2,942	\$211	\$100	\$30	\$0	\$57	\$83	\$0	\$9,236	0%	\$0	\$9,236	1		
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		<i>Labor Market Median</i>	<i>Insuff Data</i>												<i>Insuff Data</i>											<i>Insuff Data</i>		
		<i>% TTSA is Above or Below Median</i>	---												---											---		
		<i>Labor Market Mean</i>	<i>Insuff Data</i>												<i>Insuff Data</i>											<i>Insuff Data</i>		
		<i>% TTSA is Above or Below Mean</i>	---												---											---		
		<i># Of Comparable Matches</i>	0																							TTSA's Rank	<i>Insuff Data</i>	

Data effective as of 5.1.2019
 Monterey 1 Water- PEPRAs Employees pay an additional .211% (Cost sharing)
 Truckee Donner PUD- EE pays PERS member share, but ER adds 1.89% back to paycheck (for PEPRAs members also)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Laboratory Director	\$9,227	\$10,707	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$10,707	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$107	\$155	\$0	\$14,350	0%	\$0	\$14,350	1	Possession of a CWEA Grade IV Laboratory Analyst Certificate in approximately 18 months.	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
		<i>Labor Market Median</i>	<i>Insuff Data</i>												<i>Insuff Data</i>													
		<i>% TTSA is Above or Below Median</i>	---												---													
		<i>Labor Market Mean</i>	<i>Insuff Data</i>												<i>Insuff Data</i>													
		<i>% TTSA is Above or Below Mean</i>	---												---													
		<i># Of Comparable Matches</i>	0																									
																						<i>TTSA's Rank</i>	<i>Insuff Data</i>					

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Maintenance Department Manager	\$10,242	\$11,884	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	1	Grade IV Mechanical Technologist
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
Labor Market Median		Insuff Data								Insuff Data																	
% TTSA is Above or Below Median		---								---																	
Labor Market Mean		Insuff Data								Insuff Data																	
% TTSA is Above or Below Mean		---								---																	
# Of Comparable Matches		0																						TTSA's Rank		Insuff Data	

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Mechanic II	\$6,062	\$7,036	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,036	1	\$83	\$2,942	\$211	\$100	\$37	\$0	\$70	\$102	\$0	\$10,582	0%	\$0	\$10,582	1	Grade II Mechanical Technologist	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>															<i>Insuff Data</i>			
<i>% TTSA is Above or Below Median</i>		---								---															---			
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>															<i>Insuff Data</i>			
<i>% TTSA is Above or Below Mean</i>		---								---															---			
<i># Of Comparable Matches</i>		0																										
																							<i>TTSA's Rank</i>	<i>Insuff Data</i>				

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Department Manager	\$10,242	\$11,884	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$11,884	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$119	\$172	\$0	\$15,556	0%	\$0	\$15,556	1	Grade V	
North Tahoe Public Utility District	No Comparable Class																											Engineering and Operations Manager
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
	Labor Market Median			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Median			---							---																	
	Labor Market Mean			Insuff Data							Insuff Data																	
	% TTSA is Above or Below Mean			---							---																	
	# Of Comparable Matches			0																								TTSA's Rank

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operations Shift Supervisor	\$7,394	\$8,581	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$8,581	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$86	\$124	\$0	\$12,172	0%	\$0	\$12,172	1	Grade III
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										
		Labor Market Median	Insuff Data												Insuff Data											Insuff Data	
		% TTSA is Above or Below Median	---												---											---	
		Labor Market Mean	Insuff Data												Insuff Data											Insuff Data	
		% TTSA is Above or Below Mean	---												---											---	
		# Of Comparable Matches	0																							TTSA's Rank	Insuff Data

Data effective as of 5.1.2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/SI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (Classic)	Employer's Portion of Retirement Paid by the Employee (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments	
Tahoe Truckee Sanitation Agency	Operations Supervisor	\$8,163	\$9,473	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$9,473	1	\$83	\$2,942	\$211	\$100	\$44	\$0	\$95	\$137	\$0	\$13,085	0%	\$0	\$13,085	1	Grade IV	
North Tahoe Public Utility District	No Comparable Class																											
Squaw Valley Public Service District	No Comparable Class																											
Tahoe City Public Utility District	No Comparable Class																											
Truckee Sanitary District	No Comparable Class																											
<i>Labor Market Median</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Median</i>		---								---																		
<i>Labor Market Mean</i>		<i>Insuff Data</i>								<i>Insuff Data</i>																		
<i>% TTSA is Above or Below Mean</i>		---								---																		
<i># Of Comparable Matches</i>		0																										
																										TTSA's Rank		<i>Insuff Data</i>

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Ranking (Base Salary)	Employee's Portion of Retirement Paid by the Employer (%) (Classic)	Employee's Portion of Retirement Paid by the Employer (\$) (Classic)	Deferred Compensation	Longevity pay at 10 Years	Certification/Ed ucation Pay	Certification/Ed ucation Pay Notes	Total Cash	Ranking (Total Cash)	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Short Term Disability/S DI	Social Security	Retiree Health Savings Account	Total Comp	Employer's Portion of Retirement Paid by the Employer (%) (Classic)	Employer's Portion of Retirement Paid by the Employer (\$) (Classic)	Total Compensation minus ER portion of retirement paid by EE	Ranking (Total Compensation minus ER portion of retirement paid by EE)	Comments
Tahoe Truckee Sanitation Agency	Operator III	\$6,696	\$7,769	1	0%	\$0	\$0	\$0	\$0	1x payment (not included)	\$7,769	1	\$83	\$2,942	\$211	\$100	\$41	\$0	\$78	\$113	\$0	\$11,337	0%	\$0	\$11,337	1	Grade III
North Tahoe Public Utility District	No Comparable Class																										
Squaw Valley Public Service District	No Comparable Class																										
Tahoe City Public Utility District	No Comparable Class																										
Truckee Sanitary District	No Comparable Class																										

Labor Market Median	Insuff Data	Insuff Data	Insuff Data
% T TSA is Above or Below Median	---	---	---
Labor Market Mean	Insuff Data	Insuff Data	Insuff Data
% T TSA is Above or Below Mean	---	---	---
# Of Comparable Matches	0	T TSA's Rank	Insuff Data

Data effective as of 5.1.2019
Monterey 1 Water- PEPRA Employees pay an additional .211% (Cost sharing)

Benefit Tables

**APPENDIX B - TABLE 1
COLA/Salary Increase Information**

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Tahoe Truckee Sanitation Agency	7/2018	3.45%	None Scheduled	NA
Central Contra Costa Sanitary District	4/2019	3.5%	4/2020	2% - 3.75%
City of Placerville	Local 39 1/2018	Local 39 2.5%	Local 39 None Scheduled	Local 39 NA
	UCASE 7/2017	UCASE 2.5%	UCASE None Scheduled	UCASE NA
	Executive Management 1/2018	Executive Management 2.5%	Executive Management None Scheduled	Executive Management NA
City of Roseville	Local 39 1/2018	Local 39 2%	Local 39 None Scheduled	Local 39 NA- in negotiations
	Management 3/2019	Management Varied by class	Management 1/2020	Management 2% + varies by class
	IBEW 4/2019	IBEW Varied by class	IBEW 5/2020	IBEW Based on survey results
City of Sparks	7/2018	2.7%	7/2019	1% - 3% CPI Based
Delta Diablo Sanitation District	7/2018	3.4%	7/2019	2% -5% CPI Based
Dublin San Ramon Services Agency	12/2018	2.75%	12/2019	2.75%
El Dorado Irrigation District	1/2019	5%	1/2020	2% - 5% CPI Based
Incline Village General Improvement District	7/2018	2.4%	7/2019	TBD
Mammoth Community Water District	GEU 4/2019	GEU 3.5%	GEU 4/2020	GEU 3.5%
	Unrepresented Do not provide COLAs	Unrepresented Do not provide COLAs	Unrepresented Do not provide COLAs	Unrepresented Do not provide COLAs
Monterey One Water	6/2018	2.9%	None Scheduled	NA

**APPENDIX B - TABLE 1
COLA/Salary Increase Information**

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Napa Sanitation District	7/2018	2.75%	7/2019	2.75%
North Tahoe Public Utility District	7/2017	4.157% (PEPRA EE's received 2%)	TBD-in negotiations	TBD
South Tahoe Public Utility District	6/2019	2.5%	6/2019	2.5%
Squaw Valley Public Service District	7/2018	3.07% (GM was 4.07%)	None Scheduled	NA
Tahoe City Public Utility District	1/2019	3.61%	None Scheduled	NA
Truckee Donner Public Utility District	Represented 1/2019	Represented 3%	Represented None Scheduled	Represented NA
	Unrepresented 1/2019	Unrepresented 2.7%	Unrepresented None Scheduled	Unrepresented NA
Truckee Sanitary District	6/2018	3%	7/2019	TBD In May

**APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	18/19 Employer Contribution Normal Cost
<i>Tahoe Truckee Sanitation Agency</i>	<i>CalPERS</i>	<i>2.7% @ 55</i>	<i>H3Y</i>	<i>12.860%</i>
Central Contra Costa Sanitary District	CCERA	2% @ 55	SHY	17.18%
City of Placerville	CalPERS	2% @ 55	H3Y	9.241%
City of Roseville	CalPERS	2.7% @ 55	SHY	10.179%
City of Sparks	NevPERS	2.25% @ 65 with 5 years 2.25% @ 62 with 10 years 2.25% @ 55 with 30 years 2.25% @ any age with 33.3 years	H3Y	28%
Delta Diablo Sanitation District	CalPERS	2% @ 55	H3Y	9.894%
Dublin San Ramon Services Agency	CalPERS	2.7% @ 55	SHY	12.212%
El Dorado Irrigation District	CalPERS	2% @ 55	H3Y	10.529%
Incline Village General Improvement District	NA- Not PERS			
Mammoth Community Water District	NA- Not PERS			
Monterey One Water	CalPERS	2% @ 55	H3Y	8.892%
Napa Sanitation District	CalPERS	2% @ 55	SHY	10.152%
North Tahoe Public Utility District	CalPERS	2% @ 55	Average last 3 years	8.892%
South Tahoe Public Utility District	CalPERS	2.7% @ 55	H3Y	11.569%
Squaw Valley Public Service District	CalPERS	2.7% @ 55	SHY	13.428%
Tahoe City Public Utility District	CalPERS	2.7% @ 55	SHY	12.212%
Truckee Donner Public Utility District	CalPERS	2.7% @ 55	Average last 3 years	11.569%
Truckee Sanitary District	CalPERS	2.7% @ 55	H3Y	11.569%

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
<i>Tahoe Truckee Sanitation Agency</i>	<i>1x payment of \$250 for over certification within field of work (Not included in datasheets since 1x only payment)</i>
Central Contra Costa Sanitary District	<p align="center">Local 1 5%- PE, Land Surveyor, CPA, CMA if not required \$85/month- Class A or B</p> <p align="center">MSC 5%- PE, Land Surveyor, CPA, CMA if not required \$75/month- Class A or B</p> <p align="center">Unrepresented 5%- PE (General Manager)</p> <p align="center">Management %- PE, Land Surveyor, CPA, CMA if not required \$85/month- Class A or B</p>
City of Placerville	<p align="center">Local 39/UCASE</p> <p>The City offers an educational incentive program for the classifications of Water Reclamation Facility Operators and Water Distribution Operators based on the following: A \$65.00 per-month salary differential will be paid to an employee who possesses a current and valid Grade II Water or Wastewater Treatment Certification &om the State of California.</p> <p>Grade III-A \$90.00 per-month salary differential will be paid to an employee who possesses a current and valid Grade III Water or Wastewater Treatment Certification &om the State of California. The City will provide additional fifty-dollars (\$50.00) per month for each certificate level above the minimum requirements for the job classification. Employees with more than two required certifications for their job class shall be eligible for additional certification pay related to wastewater and water including cross-connection certifications.</p> <p>Limited to two positions per classification, those employees employed within the Maintenance Worker I or II classifications who are assigned the duties of applying pesticides shall receive a certification differential of \$15.00 per month for possession of a Pest Control Applicators certificate and \$30.00 per month for a Pest Control Advisor certificate, non-cumulative.</p> <p align="center">Pool Certification</p> <p>Eligible employees who have an El Dorado County Health Department Certificate for swimming pools shall receive \$25.00 per month provided such certificate is maintained.</p> <p align="center">Executive Management None</p>
City of Roseville	<p align="center">Local 39 5%- PE</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Management staff in the Parks, Recreation & Libraries Department will designate in writing three (3) Parks Maintenance Worker I/II and/or Senior Parks Maintenance Workers in writing by the department head to maintain their commercial driver's license and operate commercial vehicles/equipment as needed. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary higher than other parks maintenance staff.</p> <p>A one and one-half percent (1.5%) of base salary differential will be paid to employees in the classification of Senior Parks Maintenance Worker and Park Maintenance Worker II who possess a Playground Safety Inspector or Certified Pesticide Applicator certification and have been designated in writing by the department head to perform duties related to the certification. The Senior Worker is only eligible for compensation for one (1) of these two (2) certificates depending on area of assignment.</p> <p>The City shall pay two and one-half percent (2.5%) of base salary certificate pay to employees in the classification of Natural Resources Technician who possess an Arborist Certification and who have been designated in writing by the department head to perform duties related to the certification.</p> <p>Management staff in the Parks, Recreation & Libraries Department will designate in writing a minimum of two (2) but not more than four (4) Parks Maintenance Worker I/II and/or Senior Parks Maintenance Workers to maintain a Certified Pool Operator Certificate. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary. Employees are eligible for compensation for only one (1) of these two (2) certificates depending on area of assignment.</p> <p>Management staff in the Environmental Utilities Department will designate in writing a maximum of two (2) staff to maintain a crane certification. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary.</p> <p>Effective the first full pay period in January 2016 or upon approval of the City Council, whichever is latest, employees in the classifications of Street Maintenance Worker II and Senior Street Maintenance Worker who have been designated in writing by the department head to perform duties related to the certification and who possess a Certified Pesticide Applicator certification shall be eligible for a 1.5% of base salary differential.</p> <p>The City shall pay a two and one-half (2.5%) of base salary differential to employees in the classification of Refuse Truck Driver I or Refuse Truck Driver II, who possess and maintain a Class A commercial driver's license with applicable endorsements and operate commercial vehicles/equipment as needed. A maximum of three employees may be designated in writing by the department head to receive the differential.</p> <p>Employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) (cumulative): Water Treatment Plant Operator 3- 1% for Grade 4 TPO; 1% for Grade 5 TPO; 1% for Distribution Operator Grade 2 or 3 Water Plant Operator 2 – 1% for each (Grade 3, 4, 5 TPO); 1% for Distribution Operator Grade 2 or 3 Wastewater Treatment Grade 3 Operator- 2% for WWTPO Grade 4 and 5; 1% for CWEA Collections Grade 1; 1% for Lab Cert Grade 1 Wastewater Treatment Grade 2 Operator- 1% for WTPO Grade 3, 4, 5; 1% for CWEA Collections Grade1; 1% for Lab Cert Grade 1</p> <p align="center">Management 5%-PE if not required except for Water Utility Manager and Wastewater Utility Manager</p> <p align="center">IBEW None</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
City of Sparks	None
Delta Diablo Sanitation District	Local 1 Senior Operator with Grade IV= 3% Senior Management, Management, Unrepresented None
Dublin San Ramon Services Agency	None
El Dorado Irrigation District	None
Incline Village General Improvement District	\$350-Class A (annual payment) \$250-Class B (annual payment)
Mammoth Community Water District	None
Monterey One Water	<p align="center">General</p> <p>Employees will receive a 2.5% salary increase if they receive their CWEA Grade III certification in their field. If after obtaining the Grade III certification an employee receives their CWEA Grade IV certification, they will receive an additional 3.5% salary increase. If the employee bypasses the Grade III certification and attains the Grade IV certification, they will receive 6%, which is the cumulative amount for both grades. Refer to Appendix A1 (see below) of the Employee Handbook for additional information.</p> <p>Backflow Prevention Certification Pay- 5% per hour worked will be paid to 1 Maintenance Mechanic that is certified as a Backflow Prevention Inspector</p> <p>Heavy/Special Equipment Operator certification pay- 5% per hour worked will be paid to 2 Maintenance Mechanics that are certified as Heavy/Special Equipment Operators.</p> <p>Employees will receive a 2.5% salary increase if they receive a 4-year degree. If they receive a degree beyond a 4-year degree (MA/MS/MBA), they will receive an additional 3.5% salary increase. If the employee's position requires a high school diploma or equivalent and they have a degree beyond a 4-year degree, they will receive 6% which is the cumulative amount for both grades. Refer to the Appendix A2 (See below) of the Employee Handbook for additional information.</p> <p align="center">Mid Management/Confidential See Below for Appendix A-1 See Below for Appendix A-2</p> <p align="center">Executive/Management See Below for Appendix A-1 See Below for Appendix A-2</p> <p align="center">OEBG</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>OEBG members will receive a 2.5% salary increase if they receive their State Water Resources Control Board (SWRCB) Grade IV certification. If after obtaining the Grade IV certification an OEBG member receives their SWRCB Grade V certification, they will receive an additional 3.5% salary increase. If the employee bypasses the Grade IV certification and attains the Grade V certification, they will receive 6%, which is the cumulative amount for both grades. Refer to Appendix A1 of the Employee Handbook for additional information. CAREER INCENTIVES: Employees will receive a 2.5% salary increase if they receive a four year degree. If they receive a degree beyond a four year, i.e. and MA/MS/MBA, they will receive an additional 3.5% salary increase. If the employee's position requires a high school diploma or equivalent and they have a degree beyond a four year degree, they will receive 6%, which is the cumulative amount for both grades. Refer the Appendix A2 of the Employee Handbook for additional information.</p> <p align="center">Appendix A-1</p> <p>Certain personnel holding positions in the Operations, Maintenance, Laboratory, Source Control and Engineering Departments are required to obtain certification commensurate with their position from the State Water Resources Control Board (SWRCB), California Water Environmental Association (CWEA), or other certifying board. Refer to the current job description for the specific certification for the positions listed below: Operator I-III, Operations Supervisor, Operations Manager, Electrician, Maintenance Mechanic I/II, Co-gen Mechanic I/II, Senior Maintenance Mechanic, Senior Distribution Mechanic, Plant Maintenance Supervisor, Maintenance Manager, Lab Analyst I/II, lab Supervisor, Source Control Inspector I/II, Associate/Assistant Engineer, Engineering Manager, Principal Engineer, Source Control Supervisor, Senior Lab Analyst, Field Maintenance Supervisor, Utilities Supervisor, Distribution Mechanic I,II, Senior Electrical/Instrumentation Technician, Instrumentation Systems Technician, Electrician/Instrumentation Technician I/II, PM Mechanic</p> <p align="center">Program A</p> <p align="center">CWEA Certification \$200/1x payment -Grade I \$250/1x payment – Grade II</p> <p align="center">CWRCB Certification \$200/1x payment -Grade I \$250/1x payment – Grade II \$300/1x payment – Grade III</p> <p align="center">Program B</p> <p align="center">CWEA Certification 2.5%- Grade III 3.5%- Grade IV</p> <p align="center">SWRCP Certification 2.5%- Grade IV 3.5%- Grade V</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Appendix A-2 Career Incentive Program Program A \$200/1x payment- for completion of AA 2.5%- BA 3.5%- MA</p> <p align="center">Only able to receive Certification or Education pay, but not both.</p>
Napa Sanitation District	<p align="center">\$100/month- Class A (limited)</p>
North Tahoe Public Utility District	<p align="center">Classified 10% Max- certs vary by class</p> <p align="center">Unclassified None</p>
South Tahoe Public Utility District	<p align="center">None</p>
Squaw Valley Public Service District	<p align="center">.5%- AWWA Distribution 1 .25%- DOHS Water Treatment 1 .5%- CWEA Collection System 1 .5%- Associate Degree any related field .5%- Bachelor's Degree any related field .5%-Notary Public 5%- UCD Personal Financial Planning 5%- UCD Management or Human Resources Development 1.5%- Successful completion of 3-Unit Course at an accredited college or university in job-related subject after 7/1/97. Each course requires prior approval of Manager 1.5%- Successful completion of 3 Continuing Education Units within a three-year period. Each course requires prior approval of Manager and a requirement to implement at least two items learned to improve District operation 1%- AWWA Financial Management 1.5%- The Dale Carnegie Training Course 2%- CSDA-Special District Leadership Academy Program Max of 7.5% for District Engineer, Finance/Admin Manager and Associate Engineer</p>
Tahoe City Public Utility District	<p align="center">None</p>
Truckee Donner Public Utility District	<p align="center">Represented</p> <p>Employees within the water department (above the Technician-in-Training level) will receive \$350.00 per year per certification above what is required within their job description, limited to Water Department personnel only, two certificates per employee. This applies</p>

**APPENDIX B - TABLE 3
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>only to state treatment, distribution and cross connection specialist certifications. Paid in a lump sum in January each year. Upon written or electronic notification of completion of the requirements for the certification from the State of California or AWWA. Employees will be paid a prorated portion of the \$350 for the current year. This will be based on the date of certification.</p> <p align="center">Unrepresented None</p>
Truckee Sanitary District	1x award for Class A, Professional Certificate (AA, BA, MA) (not included in datasheets since it is 1x award)

APPENDIX B - TABLE 4
Vacation Leave

Agency	Year 1 (hours per year)	Year 6 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	Max Accrual
Tahoe Truckee Sanitation Agency	Exempt 240	Exempt 240	Exempt 240	Exempt 240	Exempt 240
	Non Exempt 96	Non Exempt 120	Non Exempt 160	Non Exempt 184	Non Exempt 240
Central Contra Costa Sanitary District	80	128	136	160	480
City of Placerville	80	120	160	160	240
City of Roseville	96	112	128	144	2.5x- Local 39 2x- Management 2.5x- IBEW
City of Sparks	120	169	185	205	480- OE Non-Supervisory 500- Management 500- OE Supervisory
Delta Diablo Sanitation District	80	128	144	168	400
Dublin San Ramon Services Agency ¹	Local 39 80	Local 39 120	Local 39 160	Local 39 168	2x
	Professional 80	Professional 120	Professional 160	Professional 200	
	Sr. Mngt (Eng. Srvs. Mngt) 176	Sr. Mngt (Eng. Srvs. Mngt) 176	Sr. Mngt (Eng. Srvs. Mngt) 176	Sr. Mngt (Eng. Srvs. Mngt) 176	
	Mid Management 120	Mid Management 160	Mid Management 200	Mid Management 200	

¹ DSRSD- Employee's receive employee leave bank which consists of vacation, floating holidays, and administrative leave (if eligible); broken out for comparison purposes

APPENDIX B - TABLE 4
Vacation Leave

Agency	Year 1 (hours per year)	Year 6 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	Max Accrual
El Dorado Irrigation District ²	176	216	256	296	280 (excess moved to Bank B)
Incline Village General Improvement District	80	120	160	160	200
Mammoth Community Water District	80	136	152	15	240-GEU 320-Unrepresented
Monterey One Water	80	120	160	176	440
Napa Sanitation District	Rank/File & Supv 80 AMP/Unrepresented 120	Rank/File & Supv 120 AMP/Unrepresented 120	Rank/File & Supv 136 AMP/Unrepresented 136	Rank/File & Supv 160 AMP/Unrepresented 160	2x + 30 hours
North Tahoe Public Utility District	Classified 80 Unclassified 88	Classified 120 Unclassified 136	Classified 136 Unclassified 152	Classified 160 Unclassified 176	2x- Classified 3x- Unclassified
South Tahoe Public Utility District	80	120	160	160	320- Local 39 2x- Mngt/At Will
Squaw Valley Public Service District	120	120	144	168	200

² Paid Time Off (Vacation and sick leave combined)

**APPENDIX B - TABLE 4
Vacation Leave**

Agency	Year 1 (hours per year)	Year 6 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	Max Accrual
Tahoe City Public Utility District	Classified 120 Exempt/Mngt 160	Classified 176 Exempt/Mngt 216	Classified 216 Exempt/Mngt 256	Classified 224 Exempt/Mngt 264	320- Classified 360- Exempt 380- Mngt
Truckee Donner Public Utility District	Represented 80 Unrepresented 80	Represented 120 Unrepresented 120	Represented 160 Unrepresented 160	Represented 168 Unrepresented 160	360
Truckee Sanitary District	Non Exempt 96 Exempt 240	Non Exempt 120 Exempt 240	Non Exempt 120 Exempt 240	Non Exempt 160 Exempt 240	240

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
<i>Tahoe Truckee Sanitation Agency</i>	12	Unlimited	9 + 2 = 11	8 hours- Personal Leave for Non Exempt staff only
Central Contra Costa Sanitary District	12	Unlimited	13 + 1 = 14 (Local 1) 13 + 0 = 13 (MSC, Unrepresented, Mngt)	0- Local 1 24 hours- MSC 40 hours- Unrepresented 40 hours- Management
City of Placerville	12	Unlimited	10 + 3 = 13	0- Local 39 0- UCASE 80 hours- Executive Management
City of Roseville	12	Unlimited	11 + 1 = 12	45 hours- Local 39 Up to 100 hours- Management 45 hours- IBEW
City of Sparks	16.25	Unlimited	11 + 0 = 11	16 hours- OE Non-Supervisory 24-40 hours- Management-varied by EE and determined by DH 16 hours- OE Supervisor
Delta Diablo Sanitation District	12	Unlimited	11 + 3 = 14	40 hours- Local 1 (if exempt) 40 hours- Sr. Mngt 40 hours- Mngt 40 hours- Unrepresented
Dublin San Ramon Services Agency	12	Unlimited	9 + 5 = 14 (5 floating Holidays added to vacation in 2011, but broken out for comparison purposes)	0- Local 39 40 hours- Professional (if exempt) 40 hours- Mid Management 80 hours- Engineering Services Manager (Administrative leave is part of Employee Leave Bank, broken out for comparison purposes)
El Dorado Irrigation District	Included under Vacation	NA	12 + 1 = 13	40 hours- Represented (if exempt) 40 hours- Supervisory Exempt 80 hours- Managers and Dept. Heads
Incline Village General Improvement District	12	Unlimited	11 + 0 = 11	None

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
Mammoth Community Water District	12	500 hours	9 + 3 = 12	0-GEU 80 hours- Unrepresented Management
Monterey One Water	12	Unlimited	13 + 1 = 14	0- General 40 hours- Mid Mngt/Conf. 56 hours- Management 0- OEBG
Napa Sanitation District	12	Unlimited	11 + 0 = 11	28 hours- Rank/File 28 hours- Supervisory 96 hours + 28 hours- Management Classes and Unrepresented 72 hours + 28 hours- Certain management classes 128 hours + 28 hours- General Manager
North Tahoe Public Utility District	12	Unlimited	12 + 0 = 12	0- Classified 40 hours- Unclassified
South Tahoe Public Utility District	12	Unlimited	11 + 1 = 12 (Local 39) 9 + 3 = 12 (Mngt/At Will)	None
Squaw Valley Public Service District	12	Unlimited	11 + 0 = 11	No set hours
Tahoe City Public Utility District	8 (0-5 years) 6 (5+ years)	Unlimited	11 + 1 = 12	None
Truckee Donner Public Utility District	12	Unlimited	10 + 1 = 11	0- Represented 64 hours- Unrepresented
Truckee Sanitary District	12	2,000 hours	10 + 1 = 11	None

**APPENDIX B - TABLE 6
Retiree Health - (New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>Tahoe Truckee Sanitation Agency</i>	<i>\$0</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>	<i>None</i>
Central Contra Costa Sanitary District	\$0	Rule of 70; age + years of service = 70, must be minimum age of 55 50% of Core Plan	Rule of 70; age + years of service = 70, must be minimum age of 55 50% of Core Plan	No Additional Contribution	10 years
City of Placerville	\$0	Eligible retirees who are between the ages of 53 and 64 receive a medical benefit equal to the single tier benefit for active employees multiplied by the number of years of service divided by 20 years. All eligible retirees who are 65 years of age or older receive a minimum contribution benefit of \$80.80	No additional contribution	No additional contribution	10 years
City of Roseville	\$100/month with 5 years of service	PEHMCA Minimum (\$136)	No additional contribution	No additional contribution	10 years with PERS 5 years with Agency
City of Sparks	\$0	\$0	\$0	\$0	NA
Delta Diablo Sanitation District	\$0	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	10 years
Dublin San Ramon Services Agency	\$0	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	10 years

**APPENDIX B - TABLE 6
Retiree Health - (New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
El Dorado Irrigation District	\$0	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	10 years
Incline Village General Improvement District	\$0	\$0	\$0	\$0	NA
Mammoth Community Water District	\$0	\$0	\$0	\$0	NA
Monterey One Water	\$0	\$0	\$0	\$0	NA
Napa Sanitation District	\$0	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	No additional contribution	No additional contribution	10 years
North Tahoe Public Utility District	\$0	\$0	\$0	\$0	NA
South Tahoe Public Utility District	\$0	\$0	\$0	\$0	NA
Squaw Valley Public Service District	\$0	PEHMCA Minimum (\$136)	No additional contribution	No additional contribution	10 years with PERS 5 years with Agency
Tahoe City Public Utility District	\$0	PEHMCA Minimum (\$136)	No additional contribution	No additional contribution	10 years with PERS 5 years with Agency
Truckee Donner Public Utility District	\$0	10 years = 50%; + 5% for each additional year; to a max of \$475 (or \$375 if over age 65) with 20 years	10 years = 50%; + 5% for each additional year; to a max of \$725 with 20 years	10 years = 50%; + 5% for each additional year; to a max of \$725 with 20 years	10 years
Truckee Sanitary District	\$0	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	PERS Vesting 10 years = 50% +5% for each additional year 20 years = 100%	10 years

**APPENDIX B - TABLE 7
Stand By/On Call Pay**

Survey Agency	Stand-By/On Call Pay
Tahoe Truckee Sanitation Agency	Standby = 2.0 hours of OT for rolling 24-hour period or portion thereof
Central Contra Costa Sanitary District	<p align="center">Local 1</p> <p>Stand-By Pay: Employees, other than Pumping Stations Operators and designated IT staff, on Stand-By will be paid at the rate of one (1) hour of overtime pay for each weekday and three (3) hours of overtime pay for each weekend day or paid District holiday. Pumping Stations Operators and IT staff who have the ability to remotely resolve issues will be paid at the rate of one (1) hour of overtime pay for each weekday and four and one-half (4.5) hours of overtime pay for each weekend day or paid District holiday. (Overtime pay is calculated at one and one-half times the basic rate of pay.) Stand-By pay is intended to compensate employees for inconvenience, disruption of their personal life, and for reasonable time spent solving customer service/emergency problems that are amenable to resolution from a remote location.</p>
City of Placerville	<p align="center">Local 39</p> <p>Employees assigned to the Water Reclamation Facility and assigned by the department head to be "on-call" shall be compensated at the rate of \$2.25 per hour of the "on-call" assignment. Water Reclamation Facility operators "on-call". and required to monitor the SCADA system shall be paid overtime in fifteen (15) minute increments when logged onto the computer for necessary work performed. Employees assigned to the "Corp Yard" and assigned by the department head to be "on-call" during the weekend shall receive one hundred and fifty dollars (\$150.00) per weekend "on-call" assignment. Employees "on-call" on Fridays shall receive a flat seventy-five dollars (\$75.00).</p>
City of Roseville	<p align="center">Local 39/IBEW</p> <p>Employees assigned to standby duty shall be compensated per the following schedule: Monday-Friday Standby 1.5 hours' straight time rate per day; Saturday, Sunday & Holiday Standby 3 hours' straight time rate per day; Weekly Standby 13.5 hours' straight time rate per week</p>
City of Sparks	<p align="center">OE Non-Supervisory</p> <p>Those Employees who have been directed by the Department Head or designee to Stand-By Duty on other than their normal work schedule during a given work week shall be entitled to stand-by pay at the rate of one-third (1/3) hour pay at the regular base hourly rate time worked.</p>
Delta Diablo Sanitation District	<p align="center">Local 1</p> <p>Regularly Assigned Standby: Employees required to be on regularly scheduled standby (normally assigned weekly) shall be compensated at a weekly rate in addition to regular pay received for hours worked. The rate and process to be utilized for assigning regular standby shall be determined through a meet and confer process when it becomes apparent that regular assigned standby shall become part of District operations. If an employee is regularly assigned to be on standby for periods of less than one week, the rate shall be calculated hourly for time on standby.</p> <p>Emergency Standby: Employees required to be on emergency standby will be compensated at the rate of one (1) hour pay for each four (4) hours on standby. This shall be in addition to any pay received for hours worked while on emergency standby.</p>
Dublin San Ramon Services Agency	<p align="center">Local 39</p> <p>Employees assigned by the District to standby duty will receive an additional 3.42 hours of straight-time pay for each workday during which the employee is assigned to standby duty and an additional eight and one-quarter (8.25) hours of straight-time pay for each</p>

**APPENDIX B - TABLE 7
Stand By/On Call Pay**

Survey Agency	Stand-By/On Call Pay
	<p>holiday which occurs during an employee’s standby duty. Should an employee’s standby assignment be extended due to a holiday or other reasons, the employee will receive an additional 3.42 hours of straight-time pay for each additional day of coverage and an additional 8.25 hours of straight-time pay for each holiday of coverage.</p> <p align="center">Standby pay may not be booked as Compensatory Time.</p> <p>The standby employee will respond to call outs for all District facilities other than the Treatment Plant. Employees on standby duty are to function as first responders to call outs to assess the reason for the call out and to correct the problem or summon additional resources as necessary. As examples: if a qualified sewer employee is required to correct the problem, additional staff is summoned; or if the problem is an intrusion alarm, the police are summoned to investigate. The District will conduct four (4) hours of training each year for all employee’s subject to standby duty to be trained to respond appropriately to the various types of call outs that may occur.</p>
El Dorado Irrigation District	<p align="center">Represented</p> <p>Standby pay shall be \$3.36 per hour. Beginning January 1, 2017, any time that represented employees receive an across-the-board Cost of Living Adjustment increase, the hourly rate for standby shall be increased by the same percentage. (2) Standby pay for those employees requiring Internet connectivity or the use of a District laptop and air card while on standby shall have their Standby Pay in Section (D)(1) of this Article supplemented by an additional ten cents (\$0.10) per hour over and above the base standby rate.</p>
Incline Village General Improvement District	<p>All Pipeline Division, Treatment Plant Division, Water Treatment Plant, Water Distribution, Certified Grade I or higher Operators, shall be assigned "ON CALL" status. Employees designated as "ON CALL" shall use their best effort to respond to the lower Sweetwater shop, Treatment Plant, Burnt Cedar Plant or site of emergency within thirty (30) minutes regardless of weather conditions. "ON CALL" personnel will be provided a District vehicle. There shall be one member of the Pipeline Division and one member of the Treatment Division "ON CALL" 24 hours a day, 7 days per week, outside of regular business hours, on a rotating basis. When an employee is assigned "ON CALL", an employee may arrange for a qualified substitute employee, acceptable to the Employer, to fill the assignment. The "ON CALL" employee who is responsible for "ON CALL" duty will notify employer and gain approval of this substitution in advance.</p> <p align="center">\$61.87- Monday through Friday \$118.12- Weekends and Holidays</p> <p>At the discretion of the Utilities Superintendent, multiple employees may be put on Emergency Standby in addition to the on call personnel. This could occur when a major event or disaster is occurring, or pending, such as a water or sewer emergency, fire, flood, blizzard etc. When an employee is called in outside of their regular scheduled work day for Emergency Standby, that employee shall be paid from emergency portal to portal pay (i.e. paid for time spent traveling to the emergency from point of departure to work and back) at the appropriate overtime rate and receive the current GSA mileage reimbursement rate for transportation if they use a personal vehicle.</p> <p align="center">\$61.87- Monday through Friday \$118.12- Weekends and Holidays</p> <p>Lead snow watch entails one member of the Pipeline Division and Treatment Division who is responsible for determining the amount of snow that has fallen, calls the appropriate number of employees to remove the snow, starts the equipment, assigns the duties of the employees and participates in snow removal. This may require moving equipment and employees to different venues. The lead Snow Watch employee will check the quality of the snow removal of all venues and makes corrections as needed. The Lead Snow Watch employee will be provided a District vehicle.</p>

**APPENDIX B - TABLE 7
Stand By/On Call Pay**

Survey Agency	Stand-By/On Call Pay
	<p align="center">\$61.87- Monday through Friday \$118.12- Weekends and Holidays</p> <p align="center">On call pay for the Information and Technology (IT) department is as follows \$50 (Saturday/Sunday)</p> <p align="center">Snow watch standby shall be assigned and/or delegated by the Utilities Superintendent, based on the reasonable probability of snowfall. When significant snowstorms are probable in the opinion of the Utilities Superintendent or delegate, additional personnel may be put on snow watch standby. Employees are to be fit for duty and ready to work outside their regularly scheduled work period to assist in snow removal or related activities and remain within a reasonable response time. When this occurs, these additional employees shall be paid the Snow Watch Standby pay whether they are required to report to work outside of their regular shift or not. These additional employees are not required to remain within a 30-minute response area of their place of work unless in the opinion of the Utilities Superintendent an impending storm may restrict their ability to report to work in a timely manner, therefore the District shall provide appropriate temporary housing and meals for these employees. Employees assigned to Snow Watch Standby cannot be assigned Emergency Standby or On Call at the same time. Snow Watch Standby employees will be paid from portal to portal outside of their regular scheduled work days, at the appropriate overtime rate (time and one half or double time for holidays) and receive the current GSA mileage reimbursement rate for transportation if they use a personal vehicle and would be paid for time spent traveling from point of departure to work.</p> <p align="center">\$16.88- Monday through Friday \$35.12- Weekends and Holidays</p>
Mammoth Community Water District	<p align="center">GEU</p> <p align="center">Standby premium pay for Monday through Friday is forty-five dollars (\$45.00) per day. Standby premium pay for Saturday is fifty-six dollars (\$56.00) for the day. Standby premium pay for Sunday is sixty-eight dollars (\$68.00) for the day. Standby premium pay for DISTRICT recognized holidays is seventy-nine dollars (\$79.00) per day/holiday.</p>
Monterey One Water	<p align="center">General/OEBG</p> <p align="center">The Agency will provide two (2) hours of base pay per weekday, or three (3) hours of base pay per day for holidays and weekends, with no reduction in benefits while on stand-by status.</p>
Napa Sanitation District	<p align="center">Rank/File Standby Duty</p> <p align="center">Each employee in the Treatment-Operations Division and the Collections Department, on a rotating basis, shall be responsible for a period of standby duty of at least a week. The Department Head shall implement a schedule in the event the employees and Department Head cannot arrive at a mutually agreed to schedule. Employees may change the established schedule if the Department Head approves the change. In addition to hours actually worked on standby, the amount of compensation for employees serving weekly standby duty shall receive two (2) hour pay at regular time rate for each weekday and four (4) hours pay at regular time rate for each weekend day. Each employee shall receive four (4) regular time hours for each holiday day and night. All work performed shall be at an overtime rate (1-1/2 times regular time rate) with a two-hour minimum. All work performed shall be at an overtime rate with a</p>

**APPENDIX B - TABLE 7
Stand By/On Call Pay**

Survey Agency	Stand-By/On Call Pay
	<p>two (2) hour minimum before midnight and a three (3) hour minimum between the hours of midnight and 5:30 am. Calls out after 5:30 am shall receive actual time worked or will be contiguous to the employee's work schedule. A paging system (beeper) or cellular phone will be provided to the employees who are on standby duty. For those employees on standby, a vehicle will also be provided for work use.</p> <p align="center">Supervisory Standby Duty</p> <p>Each employee in the Treatment-Operations Division and the Collections Department, on a rotating basis, shall be responsible for a period of standby duty of at least a week. The Department Head shall implement a schedule in the event the employees and Department Head cannot arrive at a mutually agreed to schedule. Employees may change the established schedule if the Department Head approves the change. In addition to hours actually worked on standby, the amount of compensation for employees serving weekly standby duty shall receive two (2) hour pay at regular time rate for each weekday and four (4) hours pay at regular time rate for each weekend day. Each employee shall receive four (4) regular time hours for each holiday day and night. All work performed shall be at an overtime rate (1-1 /2 times regular time rate) with a two-hour minimum. All work performed shall be at an overtime rate with a two (2) hour minimum before midnight and a three (3) hour minimum between the hours of midnight and 5:30 am. Calls out after 5:30 am shall receive actual time worked or will be contiguous to the employee's work schedule. A paging system (beeper) or cellular phone will be provided to the employees who are on standby duty. For those employees on standby, a vehicle will also be provided for work use.</p>
North Tahoe Public Utility District	<p align="center">Classified</p> <p align="center">Effective July 1, 2015 EMPLOYEES will be paid a flat rate of \$398.00 per week.</p> <p align="center">Unclassified</p> <p>Employees assigned to on-call manager differential pay will be compensated \$398 per week; classifications that are exempt under FLSA overtime regulations shall not receive overtime compensation for any time worked as a result of being on standby and responding to a call.</p>
South Tahoe Public Utility District	<p align="center">Local 39</p> <p>Employees who are on Primary Standby for emergency work shall be paid \$4.50 per hour for each hour on standby, whether or not they are called to work. Holiday standby will be paid at the rate of \$4.50 per hour multiplied by the appropriate holiday rate. Employees who are on Secondary Standby for emergency work shall be paid \$3.50 per hour for each hour on standby, whether or not they are called to work. Holiday standby will be paid at the rate of \$3.50 per hour multiplied by the appropriate holiday rate.</p>
Squaw Valley Public Service District	<p>A. In order to maintain a high standard of emergency service to the community, Operations Department personnel are required to be available for duty during off hour periods. This duty is assigned for one week periods on a rotating basis. [Amended by Ord. 90-4]</p> <p>B. Weekend Patrol duty requires the employee so assigned on weekend and holidays to check the District plant for any unusual conditions and to conduct specific assigned tasks. On-Call duty requires the employee so assigned to be ready to respond immediately to emergency service calls; to be able to be reached by telephone or message receiver; to remain within a sixty (60) minute normal travel time response distance of the District; and to refrain from SVPSD Administrative Code, Chapter 5 Division 6 Employment Hours, etc., activities which might impair the employee's ability to perform their assigned duties during the on-call period. [Added by Ord. 90-4; revised by Ord. 2008-03]</p> <p>C. An employee required to be on-call duty shall be compensated at a flat rate per weekday duty (Monday-</p>

**APPENDIX B - TABLE 7
Stand By/On Call Pay**

Survey Agency	Stand-By/On Call Pay
	<p align="center">Friday) and a flat rate for weekend duty (Saturday, Sunday and Holidays) according to the following schedule: Weekday Flat Rate = \$40.00 per day (per 2005-07 Utility MOU) \$80.00 Weekend Day Flat Rate = \$75.00 per day " \$100.00 [Added by Ord. 90-4; revised by Ord. 2008-03]</p> <p>An employee directed to respond to an emergency shall be compensated for the actual time required to respond, resolve and return from the call (two-hour minimum) or for one hour if the response is handled by utilizing the on-call laptop computer or phone. An employee directed to conduct weekend patrol (Saturday, Sunday and Holidays) shall be compensated for the actual time required to complete the assigned patrol duty (two-hour minimum) excluding commute time. [Added by Ord 90-4] E. An employee assigned to weekend patrol/on-call duty may be provided a District vehicle for response. The District vehicle is to be used solely for commuting to and from the District and for patrol or response to emergency service calls. F. If an employee wishes to use their personal vehicle for Weekend Patrol/On-Call Duty Service, they may do so. The District agrees to pay the current IRS mileage rate roundtrip for each trip the employee makes in their personal vehicle. It is the employee's responsibility to submit the claim form for mileage reimbursement and to provide proof of automobile insurance to the District.</p>
Tahoe City Public Utility District	<p align="center">Classified</p> <p>Any utilities or parks employee who is required to remain on standby for emergency work shall be assigned to standby duty for a one-week period and shall be compensated in the amount of \$65 per weekday and \$75 per weekend day and holiday. This compensation shall be all-inclusive for at-home, on-call duties including responding by phone to customers.</p>
Truckee Donner Public Utility District	<p align="center">Represented</p> <p>When an employee is assigned to standby on a scheduled work day, such employee will be paid three (3) hours at the straight time rate of pay for each fifteen and one-half (15 1/2) hour period or any portion thereof. When an employee is assigned to standby on a scheduled day off, including recognized holidays, such employee will be paid five (5) hours at the straight time rate of pay for each twenty-four (24) hour period or any portion thereof.</p>
Truckee Sanitary District	<p>Our employees receive the same on-call pay whether it's during the week, weekend, or holiday. They rotate in one-week shifts and receive \$79.68 per day or \$557.76 per week (contrary to amounts listed in attached handbook). If they respond to a call during their on-call shift, they additionally receive a minimum of 2 hours of OT.</p>

APPENDIX B - TABLE 8
Housing Assistance

Survey Agency	Housing Assistance
<i>Tahoe Truckee Sanitation Agency</i>	<i>None</i>
Central Contra Costa Sanitary District	None
City of Placerville	None
City of Roseville	None
City of Sparks	None
Delta Diablo Sanitation District	None
Dublin San Ramon Services Agency	None
El Dorado Irrigation District	None
Incline Village General Improvement District	None
Mammoth Community Water District	Own 4 condo's for Employee's to rent. Have 1st time home buyers down payment assistance program
Monterey One Water	None
Napa Sanitation District	Data Not Available
North Tahoe Public Utility District	Data Not Available
South Tahoe Public Utility District	None
Squaw Valley Public Service District	None
Tahoe City Public Utility District	Current GM contract includes Forgivable Loan Agreement in order to purchase housing within our District. No housing assistance offered to employees.
Truckee Donner Public Utility District	None
Truckee Sanitary District	None

**APPENDIX B - TABLE 9
Auto Allowance and Take Home Vehicles**

Survey Agency	Auto Allowance	Take Home Vehicle
<i>Tahoe Truckee Sanitation Agency</i>	<i>General Manager has a vehicle allowance as part of his contract</i>	<i>Chief Plant Operator, Operations Manager, Engineering Manager, IT Manager, Maintenance Manager, Administrative Services Manager</i>
Central Contra Costa Sanitary District	None	None
City of Placerville	Assistant City Manager/Director of Finance=\$325/month Director of Information Technology-\$325/month (Executive employees receives \$60/year to pay for auto liability insurance)	None
City of Roseville	None (Only City Manager)	None
City of Sparks	Data Not Available for specific classes; however, the City Manager is authorized to designate specific employees covered under this resolution to receive an auto allowance. This rate will be reviewed and adjusted by the I.R.S. published increase or decrease in allowable expense, effective the first complete pay period of July each year. The City Manager may, as auto travel requirements change for any position, add or remove designated employees to receive an auto allowance. If the auto allowance designation is removed for an employee, the auto allowance payment will continue for a period of ninety (90) days following the removal of such designation. Employees receiving an auto allowance are not entitled to use of a City vehicle unless authorized in advance by the City Manager. The City Manager may, with the approval of the Department Director, at the request of an employee covered under this Resolution designate employee to utilize a City vehicle for City business. Employee so designated shall be permitted to take the vehicle home for after hour's meetings or for emergency response. Employees designated to receive this option shall not be entitled to an Auto Allowance.	
Delta Diablo Sanitation District	\$500/month for GM, Business Services Director, Engineering Services Director/District Engineer, Resource Recovery Services Director, Public Information Manager	Operations Supervisor, potentially the Maintenance Supervisor
Dublin San Ramon Services Agency	None	Water/Wastewater Systems O&M Supervisor (designated as our legal Chief Water Operator) and our Water/Wastewater Systems Operator (WWSO) III-IV that is on-call. We have several WWSO employees, but only the operator that is on-call for the night is eligible to take the vehicle home.
El Dorado Irrigation District	\$500/per month - General Manager, General Counsel, Director of Information Technology, Director of Engineering, Director of Finance	Director of Operations (He takes a District vehicle, but he could choose to get the \$500/month allowance, Wastewater/Recycled Water Manager,

**APPENDIX B - TABLE 9
Auto Allowance and Take Home Vehicles**

Survey Agency	Auto Allowance	Take Home Vehicle
		Drinking Water Manager, Hydroelectric Manager, Water Construction Supervisor, Collections Supervisor, Water Operations and Maintenance Supervisor
Incline Village General Improvement District	None	None
Mammoth Community Water District	None	General Manager, Operations Superintendent, Maintenance Superintendent
Monterey One Water	\$500/month- Assistant General Manager	General Manager
Napa Sanitation District	Data Not Available	Data Not Available
North Tahoe Public Utility District	\$500/month- General Manager	The Utility Operations Manager and the Utility Operations Supervisor both received the option to a District vehicle or vehicle allowance. Both chose a District vehicle.
South Tahoe Public Utility District	<p>General Manager, Assistant General Manager, Manager of Field Operations, Manager of Plant Operations, Water Reuse Operations Manager receive a monthly auto allowance.</p> <p>Allowance is “calculated per the IRS Annual Lease Value method. All business mileage is required to be documented and the allowance will consist of the lease value of the vehicle plus personal mileage” (for GM and AGM). For the remaining positions, they are allowed minimal personal business that is conducted en route between job sites and/or between job site and home. Allowance method is “dependent upon the IRS Commuting Rule test for highly compensated employee. Should the Employee’s Annual Salary exceed the amount specified by the IRS, the allowance will be calculated per the IRS Annual Lease Value method. All business mileage is required to be documented and the allowance will consist of the lease value of the vehicle plus personal mileage. For employees who do not exceed the annual salary specified by the IRS, the allowance will be calculated per the IRS Commuting Rule. The allowance is determined by multiplying each one-way commute to/from home by \$1.50.”</p>	General Manager, Assistant General Manager.
Squaw Valley Public Service District	Our District Engineer gets an auto allowance of \$2,500 for the year. The General Manager is allowed to fill up his truck from the District’s tank and we treat that as a taxable benefit. Depending	None

**APPENDIX B - TABLE 9
Auto Allowance and Take Home Vehicles**

Survey Agency	Auto Allowance	Take Home Vehicle
	on how many gallons and what the current rate is at the time, we will add that amount to his paycheck on a monthly basis.	
Tahoe City Public Utility District	\$528/month- Dept. Heads \$584/month- General Manager	Utilities Superintendent and Parks Superintendent take home a District vehicle.
Truckee Donner Public Utility District	None	General Manger, Electric Utility Director, Electric Operations Manager, and Water Superintendent
Truckee Sanitary District	\$600/month- General Manager (and fuel from District fuel station)	O&M Superintendent and District Engineer (basically, whomever is participating in the Admin on Call pool, which is currently those two positions).



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Vicky Lufrano, Human Resources Administrator
Item: V-7
Subject: Approval of Organizational Chart and Salary Schedule for fiscal year 2019-2020

Background

In 2016, as a provision of the 2016-2019 employee collaborations (which have now expired), the Board of Directors approved an annual cost-of-living adjustment (COLA) in accordance with the California Consumer Price Index (CPI), All Urban Consumers, based on the previous calendar year commencing in April. Until new collaborations occur, the Agency shall maintain the provisions of the 2016-2019 collaborations.

The 2016-2019 employee collaborations allowed for the Agency to provide a COLA as follows: 100% of the first 3% of CPI; 75% of the incremental increase between 3.01% and 6% of CPI; 50% of the incremental increase between 6.01% and 12% of CPI; and over 12% of the CPI will be collaboratively determined.

The CPI for All Urban Consumers from April 2018 to April 2019 is 3.3%. Therefore, the calculated COLA is 3.23% as follows:

$$\begin{array}{rcl} 3.0\% @ 100\% & = & 3.00\% \\ \underline{0.3\% @ 75\%} & = & \underline{0.23\%} \\ \text{COLA} & = & 3.23\% \end{array}$$

The Organizational Chart has been updated to reflect the current organization and the FY 2019-2020 Monthly Salary Schedule has been updated to reflect the COLA.

Fiscal Impact

3.23% salary increase for all employees, retroactive to July 1, 2019.

Attachments

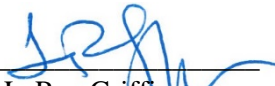
- State of California, Office of the Director - Research Unit, Consumer Price Index Calculator Worksheet
- FY 2019-2020 Monthly Salary Schedule
- Organizational Chart

Recommendation

Management and staff recommend approval of the Organizational Chart and Salary Schedule for fiscal year 2019-2020

Review Tracking

Submitted By: 
Vicky Lufrano
Human Resources Administrator

Approved By: 
LaRue Griffin
General Manager

STATE OF CALIFORNIA

OFFICE OF THE DIRECTOR - RESEARCH UNIT CONSUMER PRICE INDEX CALCULATOR

1) Select an Index	California CPI	▼	
2) Select index type	All Urban Consumers	▼	
3) Select beginning month	April	▼	Beginning Index value
4) Select beginning year	2018	▼	271.21
5) Select ending month	April	▼	Ending Index Value
6) Select ending year	2019	▼	280.275

Based upon the Index, index type, and the time period you have specified, the percent change in the Consumer Price Index is equal to:

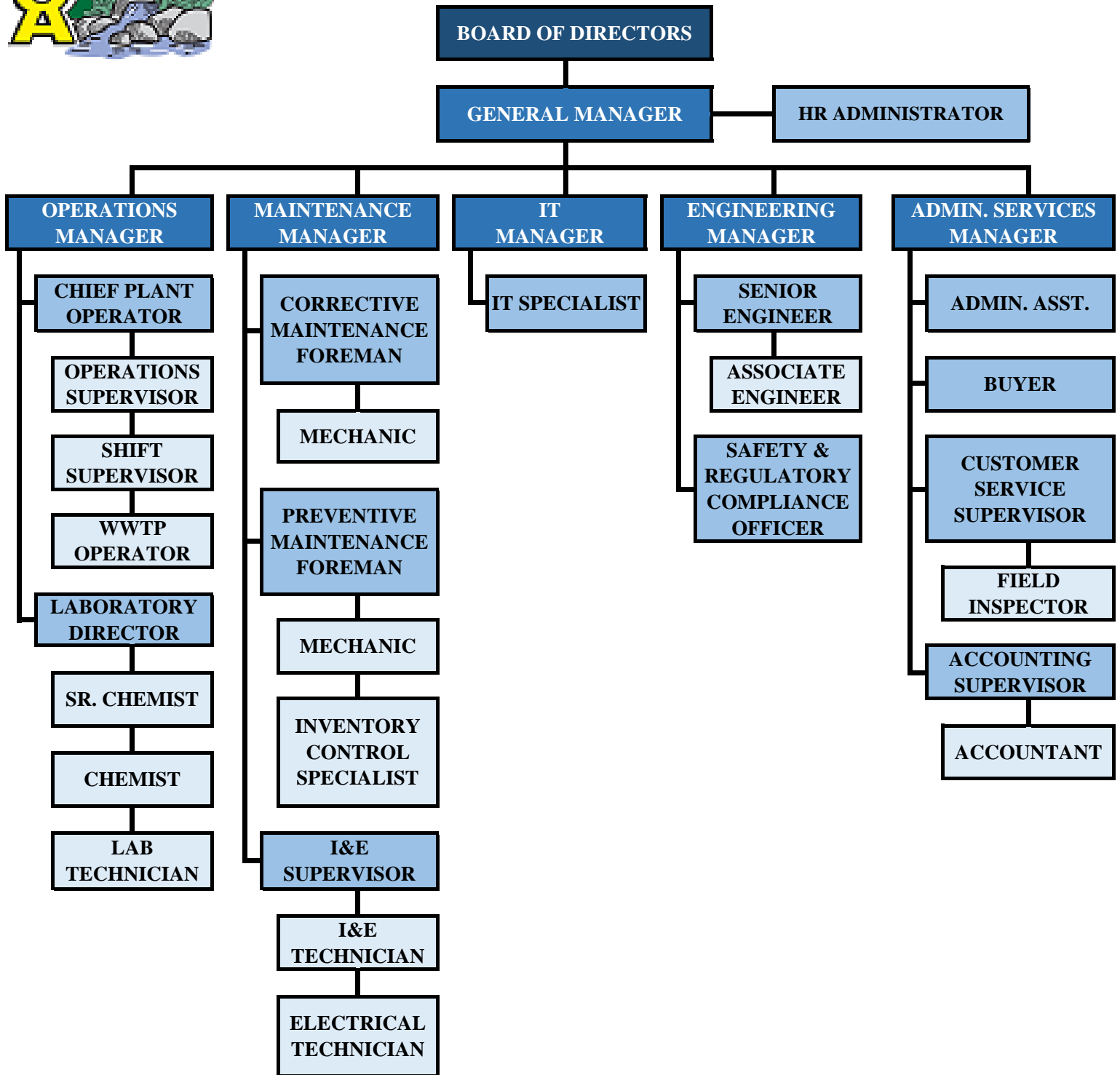
3.3%

**Tahoe-Truckee Sanitation Agency
FY 2019-2020 Monthly Salary Schedule**

Job Classification		1	2	3	4	5	6	7
Administration	Administrative Assistant I	4,522	4,748	4,987	5,236	5,497	-	-
	Administrative Assistant II	4,987	5,236	5,497	5,774	6,064	-	-
	Administrative Assistant III	5,497	5,774	6,064	6,369	6,689	-	-
	Administrative Assistant IV	5,774	6,064	6,369	6,689	7,023	-	-
	Administrative Assistant V	6,107	6,412	6,735	7,074	7,428	-	-
	Buyer	5,774	6,064	6,369	6,689	7,023	-	-
	Purchasing Agent	6,107	6,412	6,735	7,074	7,428	-	-
	Accountant I	5,774	6,064	6,369	6,689	7,023	-	-
	Accountant II	6,609	6,940	7,288	7,653	8,038	-	-
	Accountant III	7,288	7,653	8,038	8,441	8,863	-	-
	Field Inspector	6,609	6,940	7,288	7,653	8,038	-	-
	Customer Services Supervisor	8,424	8,639	8,857	9,079	9,306	9,539	9,777
	Accounting Supervisor	8,424	8,639	8,857	9,079	9,306	9,539	9,777
	HR Administrator	8,857	9,078	9,304	9,537	9,774	10,019	10,270
	Administrative Services Manager*	10,573	10,840	11,110	11,389	11,676	11,968	12,268
IT	IT Specialist	7,620	7,811	8,008	8,210	8,416	8,627	8,845
	IT Department Manager*	10,573	10,840	11,110	11,389	11,676	11,968	12,268
Maintenance	Inventory Control Specialist	5,093	5,223	5,353	5,489	5,628	5,769	5,915
	Mechanic I	5,551	5,694	5,838	5,986	6,136	6,290	6,448
	Mechanic II	6,258	6,415	6,576	6,740	6,913	7,085	7,264
	Mechanic III	6,913	7,085	7,264	7,445	7,633	7,824	8,020
	Maintenance Foreman	7,633	7,824	8,020	8,222	8,427	8,641	8,859
	Electrical Technician	5,551	5,694	5,838	5,986	6,136	6,290	6,448
	I & E Technician I	7,433	7,620	7,811	8,009	8,210	8,416	8,627
	I & E Technician II	8,009	8,210	8,416	8,627	8,845	9,066	9,293
	I & E Supervisor	9,509	9,745	9,991	10,242	10,501	10,763	11,034
	Maintenance Manager*	10,573	10,840	11,110	11,389	11,676	11,968	12,268
Operations	WWTP Operator in Training	5,093	5,223	5,353	5,489	5,628	5,769	5,915
	WWTP Operator I	5,551	5,694	5,838	5,986	6,136	6,290	6,448
	WWTP Operator II	6,258	6,415	6,576	6,740	6,913	7,085	7,264
	WWTP Operator III	6,913	7,085	7,264	7,445	7,633	7,824	8,020
	Shift Supervisor	7,633	7,824	8,020	8,222	8,427	8,641	8,859
	Operations Supervisor	8,427	8,641	8,859	9,081	9,308	9,541	9,779
	Chief Plant Operator	9,526	9,765	10,009	10,259	10,518	10,783	11,053
	Operations Manager*	10,573	10,840	11,110	11,389	11,676	11,968	12,268
	Lab Technician I	5,626	5,768	5,912	6,061	6,214	6,372	6,533
	Lab Technician II	6,243	6,400	6,560	6,725	6,892	7,067	7,243
	Chemist	7,353	7,537	7,727	7,920	8,121	8,323	8,532
	Senior Chemist	8,120	8,323	8,532	8,747	8,966	9,190	9,421
	Laboratory Director	9,526	9,765	10,009	10,259	10,518	10,783	11,053
Engr.	Safety & Regulatory Compliance Officer	8,427	8,641	8,859	9,081	9,308	9,541	9,779
	Associate Engineer	9,177	9,406	9,641	9,883	10,129	10,382	10,641
	Senior Engineer	10,405	10,665	10,934	11,208	11,489	11,777	12,071
	Engineering Department Manager*	12,514	12,827	13,149	13,478	13,816	14,163	14,517
	General Manager*	-	-	-	-	-	-	17,348



TAHOE-TRUCKEE SANITATION AGENCY ORGANIZATIONAL CHART





TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Jay Parker, Engineering Manager
Item: V-8
Subject: Approval to award bid for 2019 Roof Repair project

Background

The 2019 Roof Repair project follows up on last year's project to repair critical roof areas that have reached the end of their life cycle and need to be replaced. During the winter of 2018/2019, Staff noted several roof areas in various buildings throughout the plant that needed repair or replacement. In this project, the Agency will be completely replacing the roof areas for the following facilities:

- Building 4, Middle Roof
- Building 27, Electrical Supply Building
- Building 32, Digester Building (New Side)
- Buildings 13 & 53, C&CT

Bids for the project were received on July 2, 2019. Staff received one bids as follows:

- Centimark Corporation, Canonsburg, PA: \$419,286.60

After review of the bid, it was determined the bid is responsive with minor irregularities that could be waived by the Board. The project field work would be slated to occur sometime between August 5, 2019 and October 4, 2019.

Fiscal Impact

The total bid price of \$419,286.60 is 9% lower than the engineer's estimate of \$460,000 for this project.


Attachments

None.

Recommendation

Management and staff recommend approval to award the bid for 2019 Roof Repair project to Centimark Corporation in the amount of \$419,286.60.

Review Tracking

Submitted By: 
Jay Parker
Engineering Manager

Approved By: 
LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Jay Parker, Engineering Manager
Item: V-9
Subject: Approval to award bid for the Digital Scanning of Sewer Lines project

Background

As is customary each year, T-TSA will be digitally scanning the Truckee River Interceptor (TRI) this fall. The project will focus on scanning Schedules I and II, which spans the distance between the CalTrans Maintenance Yard in Tahoe City and Manhole 53 near Bridge No. 6. The total length to be scanned is approximately 35,000 feet in length and consists of RCP and DIP piping ranging from 24 to 33 inches in diameter.

Bids for the Project were received on June 14, 2019. Staff received one bid from Hoffman Southwest Corp. (dba Pro-Pipe) with a base bid price of \$2.85 per linear foot (digital scanning) and an additive alternate bid price of \$1.19 per linear foot (GPS/GIS pipeline locating). With the expected footage to be scanned and located, these bid prices translate to a total of \$141,400.

Review of the bid did not yield any irregularities. The project field work is slated to occur between September 3, 2019 and October 11, 2019.

Fiscal Impact

The total price of \$141,400 is 1% higher than the engineer's estimate of \$140,000 for the project.


Attachments

Digital scanning schedule map.

Recommendation

Management and staff recommend approval to award the bid for the Digital Scanning of Sewer Lines project to Hoffman Southwest Corp. in the amount of \$141,400.

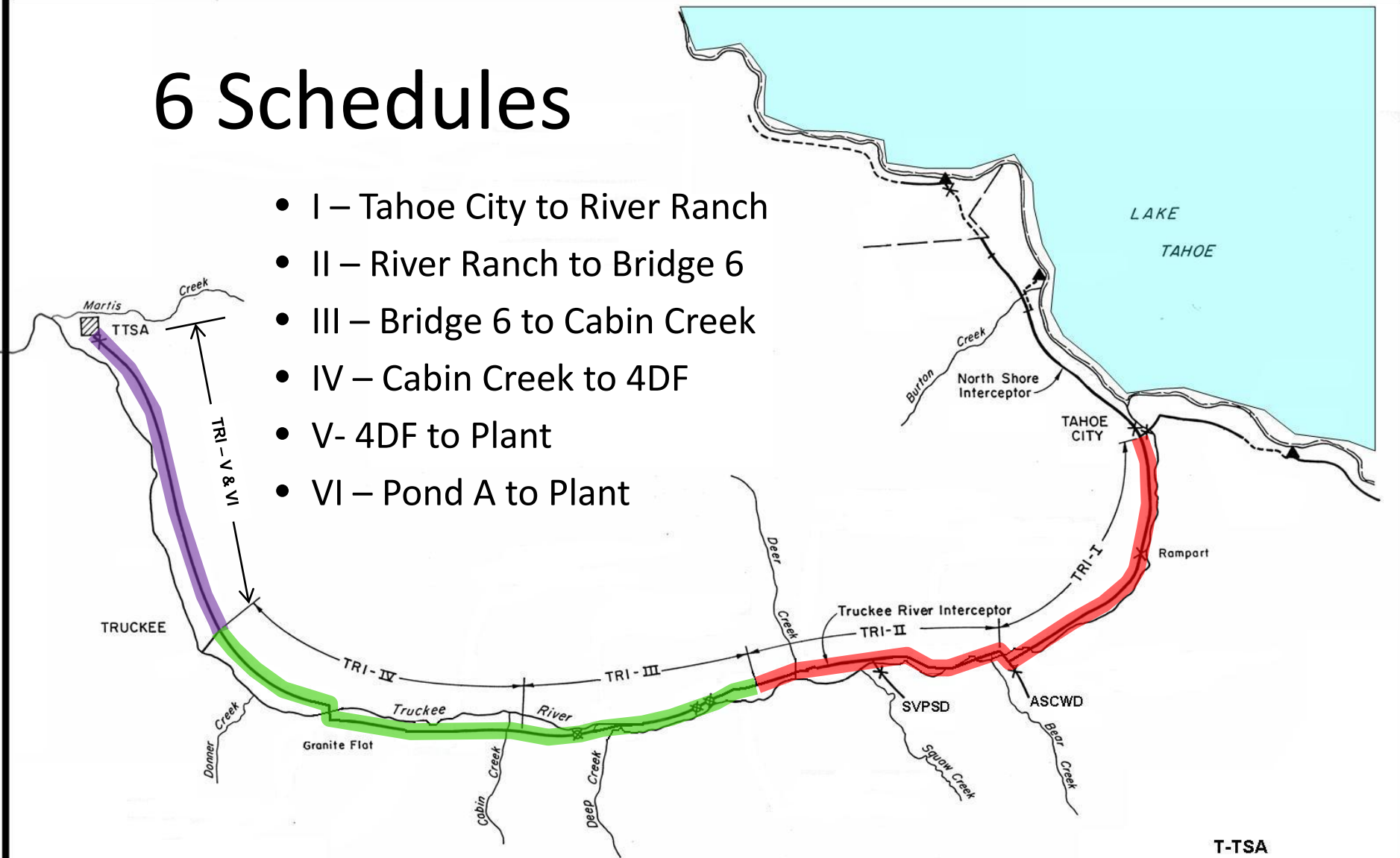
Review Tracking

Submitted By: 
Jay Parker
Engineering Manager

Approved By: 
LaRue Griffin
General Manager

6 Schedules

- I – Tahoe City to River Ranch
- II – River Ranch to Bridge 6
- III – Bridge 6 to Cabin Creek
- IV – Cabin Creek to 4DF
- V- 4DF to Plant
- VI – Pond A to Plant



T-TSA
TRUCKEE RIVER INTERCEPTOR

2020 2021 2019



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: Jay Parker, Engineering Manager
Item: V-10
Subject: Approval of Task Order No. 32 with CH2M Hill, Inc. for the 2020 Headworks Improvements project

Background

The 2020 Headworks Improvements project includes retrofitting the existing headworks facility with new mechanical step screens and a new washer-compactor. The work will be constructed by a general contractor due to the complexity of the modifications to be performed which includes demolition, structural modifications, electrical improvements, architectural additions, new instrumentation, and other associated trades.

In addition to the improvements described above, new flow control structures will be constructed upstream of the headwork facility complete with flow control gates, a manual bar rack, interconnecting piping, and other features. These structures will enhance the ability of the Agency's Operations Department to combine, split, and shave raw sewage flows and recycle streams as they enter the plant.

Similar to past work on the Truckee River Interceptor projects, the contract documents will require that the general contractor hire a full-time specialty bypass subcontractor to provide a bypass pumping/piping system around the work.

Agency staff developed the project through the schematic design phase in order to fully define the elements of work that would be required in the final design. In doing this, it was determined that the complexity of the work exceeded available resources in order to meet the milestone commitments. Further, the limited expertise of Agency staff in the structural and electrical elements of the work were complicating efficient execution.

Due to the critical nature of the work, the Agency must develop a fully vetted out, robust design in order to minimize change orders and risk of failures and unforeseen conditions. To properly steward Agency resources, the Engineering Department has determined that the final design work is best performed by an engineering consultant. To this end, Agency staff requested that its engineering consultant develop a scope of work and fee to take over where the Agency left off with the schematic design and proceed with final design activities and assistance with bid phase and construction phase services.

The project field work is slated to occur during the summer and fall of 2021.

Fiscal Impact

Task Order No. 32 is based on time and materials with a not-to-exceed amount of \$490,544. The engineer's construction estimate for the project is \$2,640,000.


Attachments


Task Order No. 32 with CH2M Hill, Inc.

Recommendation

Management and staff recommend approval of Task Order No. 32 with CH2M Hill, Inc. for the 2020 Headworks Improvements project in the not-to-exceed amount of \$490,544.

Review Tracking

Submitted By: 
Jay Parker
Engineering Manager

Approved By: 
LaRue Griffin
General Manager

Task Order No. 32 to Agreement between Tahoe-Truckee Sanitation Agency and CH2M HILL, Inc.

This TASK ORDER is for the AGREEMENT dated June 14, 1995, including subsequent Amendments dated December 11, 2002, March 25, 2003, January 1, 2009, January 1, 2014, and June 12, 2019, between Tahoe-Truckee Sanitation Agency (T-TSA or Agency) and CH2M HILL, Inc. (Consultant, Consultant's Project Engineer, Consultant's Construction Manager). The purpose of this TASK ORDER is to provide engineering assistance to the Agency for a Project generally described as follows:

2020 Headworks Improvements Project

Article 1 – Scope of Services

The purpose of the Project is to replace the existing self-cleaning bar screens, washers, compactors, and ancillary equipment located in the Headworks and construct flow diversion capabilities for Glenshire subdivision sewage upstream of the Headworks (refer to T-TSA Scoping Information included in Attachment 1).

A preliminary list of drawings that the Consultant anticipates preparing to describe the work and include in the construction contract documents for the Project is provided in Attachment 2.

The final design phase will be executed using a traditional design/bid/construction delivery approach and will consist of the following components:

- Final Design Services
- Bid Phase Services
- Services During Construction
- Construction Management and Inspection Services
- Project Management

Task 1 – Kickoff Workshop

A kickoff workshop will be held at the Agency's office at the onset of the Project. Attendees at the kick-off meeting will include the Consultant's project manager, process, structural, mechanical, and electrical/I&C engineers. Agency personnel who will assist with the project tasks are requested to attend.

The meeting will focus on an overall review of the project scope, presentation of a preliminary project schedule showing all milestones with specific dates assigned, and a review of data needs as well as confirming project goals and expectations. The meeting will also include a site reconnaissance to assess the headworks facility (screen mounting brackets, heaters, lights, etc), contractor staging areas, and project specific permanent and temporary facilities (i.e., bypass system).

The workshop will include discussion of hydraulic analysis for potential flow paths through both proposed and existing facilities affected by the work.

Consultant will prepare a summary of key discussions and decisions made during the workshop. A listing of action items will also be included.

Task 2 – Final Design Services – Drawings, Specifications and Engineers Estimate

Consultant will follow a three-phase process for delivery of the final design and bid documents for the construction of the Project. This process includes producing design deliverables at three stages of the design (60 percent, 90 percent, and bid documents). At the 60 percent and 90 percent design stage, Consultant will provide information for review and provide for resolution of key issues before proceeding to the next stage. The information collected, and the concepts defined in each consecutive stage will form the basis for subsequent work.

Each phase of design will include specific deliverables, which are identified in the following subtasks. Submittal review workshops (in-person workshops held at office of T-TSA) with Agency will be conducted at critical design milestones as identified in the following subtasks. Agency will provide comments to Consultant within two weeks of receiving the documents.

Contract documents will be prepared assuming a single successful general contractor will furnish all equipment, materials, and labor necessary to construct the Project. The contract documents will consist of the following:

- Division 0 Specifications, including: Bidding Requirements, Contract Forms, Abbreviations and Definitions, Instructions to Bidders, and General Conditions (prepared by the Agency)
- Technical Specifications (prepared by Consultant)
- Drawings (prepared by Consultant)

The technical specification sections will be based on Consultant's master specifications using Construction Specifications Institute (CSI) standards format and customized for the specifics of this project. Specifications will be produced using Consultant's standard Microsoft Word software and 8½-inch by 11-inch format. Drawings and technical specifications will be stamped in accordance with California law and signed by the Consultant's licensed engineers of the appropriate disciplines.

The drawings will show the level of detail deemed necessary by the Consultant to obtain reasonable bidder response and to limit change orders. Drawings will be produced using the Consultant's standard MicroStation software and 22-inch by 34-inch (C size) drawing format.

Consultant will prepare construction cost estimates at the 60 percent and 90 percent submittal stages. Estimates will be prepared to the level of accuracy based on the information available within normal industry standards. Estimates will be formatted in accordance with the Project design CSI specification format and segregated by facility. Where sufficient detailed information is lacking to obtain reasonably accurate prices of materials a contingency allowance may be applied. Escalation allowances will be used to provide an opinion of the estimated construction costs at the midpoint of construction.

Assumptions used in developing this scope of services include:

- Bid documents will be prepared for one construction/bid package.
- The preparation of bidding documents for the pre-purchase of equipment and materials is not included in this scope of services.
- A single vendor will be named followed by "or equal" for the screens, washers, and compactors.
- At least one vendor will be named for each manufactured component or piece of equipment with provisions for an "equal" to be proposed by the contractor and subject to approval by the engineer.
- Consultant intends to prepare and enter into a subcontract agreement with Andregg Geomatics. Andregg Geomatics would provide survey of key points of interest at the Water Reclamation Plant.

Consultant has included a \$5,000 surveying allowance to obtain key elevations to support hydraulic evaluations.

- Consultant will rely upon existing geotechnical information from previous work at the WRP to support design of the new diversion structure and bypass piping system. No geotechnical explorations are proposed herein.
- Consultant is anticipating a total of approximately 42 drawings to show the work. A preliminary list of drawings is included in Attachment 2.
- T-TSA is not requesting that CH2M perform an evaluation of alternative mechanical screen types besides a vertical step screen style. T-TSA prefers a vertical step screen style, with Huber being the basis for the conceptual design prepared by T-TSA. CH2M will advise if it finds a fatal flaw with the vertical step screen style (e.g., hydraulic issues, structural problems, mechanical issues, etc.). Also, CH2M will advise if this style of screen is not recommended.
- Replacement of existing electric unit heaters, and addition of odor control ductwork from new screen equipment to existing odor control system will be incorporated into the final design. CH2M will evaluate additional airflows and confirm that existing fans, biofilters, ductwork, etc. will accommodate additional airflow from the new screen equipment.
- Replacement of existing lighting system in the Headworks Building will be incorporated into the final design with input from the Agency.
- Remediate existing electrical supply system to accommodate new equipment and refeed existing equipment from one panelboard located either outside the Headworks Building or inside the corridor. Improvements shall be consistent with current codes.
- Additional scoping information prepared by T-TSA is provided in Attachment 1.

Subtask 2.1 – 60 Percent Design (Design Development)

Based on the findings and recommendations of the Project Workshop and T-TSA Conceptual Design Documents, the objective of the 60 percent design (design development) is to prepare a draft package of technical specifications, drawings, and construction details for review and input before refining and further developing design components. Consultant will perform the following work:

- Evaluate existing Headworks facility and proposed improvements to determine if additional improvements are required to meet current codes.
- Perform hydraulic analysis for potential flow paths through both proposed and existing facilities affected by the work with input from the Agency. Refine the conceptual design based on results.
- Prepare first draft of technical specifications. The technical specification sections will comply with the Construction Specifications Institute (CSI) master format which utilizes 49 different divisions to identify major categories of work. For this project, the major divisions required are:
 - Division 1 – General Requirements;
 - Division 2 – Existing Conditions;
 - Division 3 – Concrete;
 - Division 5 – Metals;
 - Division 6 – Wood, Plastics, and Composites
 - Division 7 – Thermal and Moisture Protection
 - Division 8 - Openings

- Division 9 - Finishes
- Division 23 – Heating, Ventilating, and Air-Conditioning
- Division 26 – Electrical
- Division 31 - Earthwork
- Division 32 – Exterior Improvements
- Division 33 - Utilities
- Division 35 – Waterway and Marine Construction
- Division 40 – Process Integration
- Division 44 – Pollution and Waste Control Equipment
- Prepare general design drawings and performance requirements of temporary bypass pumping system. Include pumping, piping, and associated appurtenant systems, provide schematic design for layout of pumps, selected bypass pumping route, trenching requirements, and on-site traffic control requirements.
- Prepare key structural, mechanical and electrical design drawings to define the work.
- Prepare a construction cost estimate to reflect the Design Development (60 percent design) submittal.

Deliverables: Electronic copies (pdf format) of half-size drawings (11-inch by 17-inch), a draft version of technical specifications, and construction cost estimate.

Consultant and Agency will meet (in-person workshops held at office of T-TSA) to discuss review comments on the 60% design submittal. Consultants PM and project engineer will attend in-person. Key members of Consultant’s project team will attend by phone (as necessary). Agency comments will be incorporated into the 90 Percent Design.

Subtask 2.2 – 90 Percent Design (Draft Bid/Contract Document Preparation)

Consultant will prepare 90 percent design documents consisting of draft final design drawings, specifications, and construction details for competitive bidding. The intent of the 90 percent design documents is to have a substantially complete set of documents for final review by Agency and Consultant such that minor corrections and fix-up items can be incorporated into the Bid Documents. During this task Consultant will:

- Incorporate Agency review comments from the 60 percent design submittal.
- Prepare 90 percent design drawings, technical specifications, and standard details.
- Review and incorporate Division 0 front end documents which include Bidding Requirements, Contract Forms, Abbreviations and Definitions, Instructions to Bidders, and General Conditions prepared by the Agency using their standard documents.
- Update the construction cost estimate to reflect the 90 Percent Design submittal.

Deliverables: Electronic copies (pdf format) of half-size drawings (11-inch by 17-inch), specifications (complete bid documents), and final construction cost estimate.

Consultant and Agency will meet (in-person workshops held at office of T-TSA) to discuss review comments on the 90% design submittal. Consultants PM and project engineer will attend in-person. Key members of Consultant’s project team will attend by phone (as necessary). Agency comments will be incorporated into the Bid Ready submittal.

Subtask 2.3 – Bid Ready Design

This is the final phase of the detailed design delivery approach. Agency review comments from the 90 percent design submittal will be incorporated. Consultant will prepare a Bid Document package suitable for bidding the Project, consisting of final design drawings, specifications, and details for competitive bidding. Bid Documents will be stamped in accordance with California law and signed by the Consultant's licensed engineers of the appropriate disciplines.

Once bid-ready documents are approved by the Agency, Consultant shall attend the next T-TSA Board meeting to answer any questions that the T-TSA Board of Directors may have about the Project.

Deliverables: Consultant will prepare and submit to Agency two (2) half-size copies of the Bid Documents (plans and specifications) and an electronic PDF for bidding purposes.

Subtask 2.4 – Consultant Quality Control Review

Upon completion of the 60 percent and 90 percent design phases, senior members of the Consultant's team will review design and construction methodology and the overall integrity of the design. Internal reviews by senior engineers and subsequent fixup will be performed by the design team on all deliverables prior to delivery of each submittal to Agency.

Comments received from the quality control reviewers will be reviewed and adjudicated by the design team, with changes and additions incorporated into the design documents prior to delivery to the Agency.

Deliverables: no specific deliverables are included for this subtask.

Task 3 – Bid Phase Services

Provide services to assist the Agency with selection of a single construction contractor (Contractor) for the construction of the Project. These services will consist of the following:

- Consultant will respond to bidders' technical questions and requests for additional information, when requested by the Agency. Consultant will furnish technical interpretation of the Bid Documents and will prepare responses to questions for inclusion in addenda prepared and distributed by the Agency. This statement of work assumes up to two addenda will be required. Consultant will not answer questions directly received from Bidders; Consultant will refer these questions to the Agency per the Instructions to Bidders.
- Consultant will conduct one pre-bid conference and site walk-through at the Water Reclamation Plant that has been scheduled by the Agency. Consultant will develop the agenda and content of the pre-bid conference and site walk-through with input from the Agency. Consultant will record all questions and requests for additional information, and coordinate with the Agency for issuing responses and additional information.
- Consultant will incorporate changes made by addenda during the bid period into the contract documents and produce Conformed Documents for use during construction of the Project. Technical specifications, standard details, and drawings changed by addenda will be updated.
- Consultant will assist the Agency with review and evaluation of all bids received, verify status of apparent low bidder's contractor license and check references. After reviewing the bids and checking references, Consultant will prepare a recommendation of award and transmit same to the Agency. The Agency shall make the final decision on the award of the contract for construction and the acceptance or rejection of all bids.

Deliverables: technical materials and addenda as needed. Six half-size copies of the Conformed Documents (plans and specifications) and an electronic PDF for record purposes.

Task 4 –Services During Construction (SDC)

Provide Services During Construction (SDC) in support of Agency during the construction of the Project. As described below, these office SDC will generally include providing the engineering support required to administer the Construction Contract (Contract) between the Agency and the Contractor.

Task 4.1 Pre-Construction Conference

Consultant's Project Lead Engineer will attend a preconstruction conference with the Agency and Contractor to provide engineering support as required to review the Project communication, coordination and other procedures; discuss the Contractor's work plan and requirements for the Contract Documents, plans, and specifications; and discuss the Contractor's schedule.

Task 4.2 Shop Drawing, Samples, and Submittals

Schedule: Consultant will review Contractor's proposed construction submittal schedule, which should identify all shop drawings, samples, and submittals required by the Contract Documents, along with anticipated dates for submission. Consultant shall provide submittal review comments to Agency for distribution to Contractor.

Coordination and Tracking: Coordination services for construction shop drawings, samples, and submittals, including preparation of a tracking system which cross-references submittal status to the Contract Document requirements, shall be performed by the Contractor. Consultant shall establish a separate internal system and set of procedures for managing, tracking status, and storing all submittals transmitted by Contractor.

Review: Consultant shall review construction shop drawings, samples, submittals, test reports, warranties, and written guarantees transmitted by the Contractor as part of the Contract Documents requirements. Consultant shall provide submittal review comments to Agency for distribution to Contractor. Consultant's review shall be for conformance with the design concept and compliance with the requirements of the Contract Documents. Such review shall not relieve the Contractor from its responsibility for performance in accordance with the Contract Documents, nor is such review a guarantee that the Contractor performed work covered by the shop drawings, samples, or submittals is free of errors, inconsistencies, or omissions.

The budgetary amount established for submittal review assumes the processing of approximately 45 submittals (total includes re-submittals), each requiring an average of about 4 hours of review and processing time. Consultant has assumed the Agency will review and respond to all administrative submittals, and Consultant will support Agency as requested.

Deliverables: Consultant will review, and process submittals transmitted by the Contractor as part of the Construction Contract Document requirements.

Task 4.3 Construction Contract Requests for Information

Consultant shall receive and review Contractor's requests for information (RFIs) or clarification of technical requirements of the Contract Documents. Consultant shall log and track RFIs received from the Contractor. Consultant will coordinate review of RFIs with the design team, and with the Agency, as appropriate, and prepare and transmit RFI responses to the Contractor.

The budgetary amount established for RFI review assumes the processing of approximately 4 RFIs, each requiring an average of about 4 hours of review and processing time.

Deliverables: Consultant will prepare and transmit RFI responses to the Agency for distribution to the Contractor.

Task 4.4 Change Requests

Consultant will review and evaluate Contractor-requested changes to the contract documents. Consultant will make recommendations to Consultant's Construction Manager and Agency regarding the

acceptability of the Contractor's request and, upon approval of Consultant's Construction Manager and Agency, assist with preparing technical information to negotiate the requested change. Upon agreement and approval, Consultant will prepare the technical portion of the final change order documents for issuance by Consultant's Construction Manager.

The budgetary amount established for evaluating these requests assumes three (3) requests with 8 hours of evaluation and processing time per request.

Deliverables: Consultant will prepare technical portions of change order documents for issuance by Consultant's Construction Manager.

Task 4.5 Progress Meetings

Consultant's Project Lead Engineer will periodically participate in weekly construction progress meetings by conference call, as requested by Contractor's Construction Manager (Contractor's CM) or the Agency, to provide technical input and support related to construction activities.

The budgetary amount established for progress meetings assumes Consultant's Project Lead Engineer will be required to participate in up to six (6) construction progress meetings (by conference call dial-in) to provide technical support and input.

Deliverables: no specific deliverables are included under this task.

Task 4.6 Periodic Engineering Field Inspection

Construction Observation: During the course of the Work, Consultant's staff (discipline specific engineers) will make up to ten (10) onsite visits. Each onsite visit will include one day of construction observation, during regular working hours. Observation of the Contractor's work is intended to review the general conformance of the work with the design intent and the requirements of the contract documents. These periodic on-site observations will supplement full-time inspection performed by the Agency.

Documentation and Reporting: Consultant will provide Agency with a report of onsite field observations including but not limited to a summary of the Contractor's execution and progress of the work, work deficiencies identified, and other matters not in conformance with the Contract Documents.

Scheduling: Agency will coordinate with Consultant to determine the appropriate timing and schedule for the onsite field visits based on Contractor's approved construction schedule. The timing of these visits will be coordinated during the weekly construction progress meetings.

Deliverables: Consultant's Project Lead Engineer will document and submit to Agency reports of onsite field observations.

Task 4.7 Record Drawings

Consultant will revise the original design drawings to reflect available as-built record drawing information provided by the Contractor. Contractor will provide Consultant with a single marked up set of drawings showing all record information. Such marked up drawings shall be prepared using a color coded insert/delete/explanation code to facilitate Consultant's revisions. Consultant will only make the revisions shown on the mark up. Contractor shall be responsible for reviewing the information for accuracy and completeness prior to delivering to Consultant. Consultant shall not be responsible for any errors or omissions in the information provided by the Contractor and incorporated into the record drawings.

Deliverables: Consultant will prepare and submit one electronic PDF set and two (2) half-size hard copies of the Record Drawings to the Agency within one (1) month after Project completion.

Task 5 – Project Management

The purpose of this task is to provide for the initiation and overall management of Project activities. An overall schedule, including preliminary construction milestones, and work plan will be implemented to assure work activities are completed in a properly integrated and timely manner. In addition, this task includes those elements necessary to properly manage, lead, and control the Project.

Consultant will furnish project management services for the Project, as follows:

- Status Reporting consisting of monthly status reports with the monthly invoices —Monitor budget, progress, and schedule. Monitor work efforts and evaluate actual versus planned progress. Supervise the Project team and identify actions needed to efficiently execute the Project in a timely manner. Changes in scope will be communicated to Agency.
- Administration—Maintain Project records, manage and process Project communications, and coordinate Project administrative matters.
- Coordination—Coordinate tasks/subtasks and staff to complete authorized work on schedule and within budget.
- Staff Management—Supervise and control activities of staff assigned to the Project. Coordinate and schedule appropriate staffing to meet Project requirements.

Deliverables: monthly status reports with monthly invoices.

Assumptions

The scope and fee for the above-described Consultant services include the following assumptions:

1. Agency will make its facilities accessible to Consultant, as required for Consultant’s performance of its services.
2. Agency will provide “front-end” Division 0 construction contract documents, including invitation to bid, instructions to bidders, general and special conditions, bid form, bond forms, agreement, etc.
3. Drawings will be produced using Consultant’s standard MicroStation software. Consultant’s internal CADD standards will be adequate for finalizing the record drawings. Once finalized, Consultant shall convert drawings into AutoCAD format (compatible with version 2018) and electronically deliver them to the Agency.
4. Bid Documents will be prepared for one construction/bid package.
5. The duration of Consultant’s services described herein is anticipated to be approximately thirty (30) months, starting with the authorization to proceed through construction final completion. This duration includes Project construction activities through Substantial Completion, and approximately one (1) month subsequent for Project closeout activities, starting immediately after Project Substantial Completion.
6. Consultant’s services for this project will not be required after the Project closeout activities, including transmittal of deliverables to the Agency. Agency will coordinate, manage and administer all activities associated with execution of the Construction Contract as such are set forth in the General Conditions of the Contract Documents, and during the post construction warranty and guarantee period, as described in the Contract Documents. Deviations from the anticipated schedule or duration of construction will materially affect the scope of these services and Consultant’s compensation for these services, and may require an adjustment to Consultant’s budget.

7. Services are based upon the understanding that the Agency shall contract directly with the Contractor and the Agency shall proceed consistent with the Contract Documents during construction.
8. Agency will perform all construction contract administration activities and onsite construction observation/inspection except as indicated herein.
9. Consultant does not guarantee the performance of the Contractor and these services described herein do not relieve the Contractor from responsibility for performing the work in accordance with the Contract Documents.
10. Consultant shall not be responsible for the means, methods, techniques, sequences or procedures of the Contractor, nor shall Consultant be responsible for safety precautions and programs in connection with the work, except as provided herein.
11. Agency shall coordinate and provide a suitable location to hold the pre-construction conference and construction progress meetings, including provisions for conference call dial-in. It is assumed that the pre-construction and construction progress meetings will be held at the Tahoe-Truckee Sanitation Agency Water Reclamation Facility located in Truckee, California.

Additional Services

The services described below are not included in this Task Order, but can be performed if requested and approved by Agency and Consultant. Time, scope, and fee have not been budgeted for the tasks listed hereunder. Authorization to proceed shall be in the form of an amendment to this Task Order or a separate Task Order specifying the work to be performed and the additional payment for such services rendered. The amendment or Task Order, after execution by both parties, shall become a supplement to and a part of the AGREEMENT FOR PROFESSIONAL SERVICES.

- Design services for landscaping or environmental mitigation
- Construction permitting support (SWPPP, preconstruction surveys, etc.)
- Environmental mitigation support
- Geotechnical explorations
- Potholing utilities
- Materials Testing or Special Inspection Services
- Corrosion control study
- Operations and Maintenance Manuals
- Workshops or field visits in addition to those listed above
- Public meetings/public involvement
- Litigation or Construction Claims Support

Article 2 – Compensation

Compensation by Agency to Consultant will be as follows:

1. Cost-Reimbursable Multiplier (Time and Expense)

For services enumerated in ARTICLE 1, Consultant's Salary Costs multiplied by a factor of 2.05 plus Direct Expenses, plus a service charge of 5 percent for Direct Expenses.

The budgetary estimate established for services described under ARTICLE 1 is included in Attachment 3 and summarized in the following table.

<u>Task</u>	<u>Description</u>	<u>Budget</u>
1	Kickoff Workshop	\$17,764
2	Final Design Services – Drawings, Specifications and Engineers Estimate	\$309,074
3	Bid Phase Services	\$11,865
4	Services During Construction (SDC)	\$106,064
5	Project Management	\$45,777
	Total	\$490,544

It is recognized that actual costs required to complete the work may vary from the estimate provided due to additional or unforeseen requirements. Consultant will provide periodic progress reports to the Agency and the scope and/or fee will be adjusted as necessary to complete the work required. The authorized budgetary fee estimate amount will not be exceeded without prior authorization from the Agency's Board of Directors.

When any budget has been increased, Consultant's excess costs expended prior to such increase will be allowable to the same extent as if such costs had been incurred after the approved increase.

Amount invoiced each month will be based on time and expenses expended to date. Invoices shall be accompanied by a listing of charges that make up the invoice total, including employee names, billing rates, and hours of Project staff, plus direct expenses.

2. Salary Costs

Salary Costs are the amount of wages or salaries paid Consultant's employees for work directly performed on the Project plus a percentage applied to all such wages or salaries to cover all payroll-related taxes; vacation, holiday, and sick pay; group insurance; and pension plan contributions.

3. Direct Expenses

Direct Expenses are those necessary costs and charges incurred for the Project including, but not limited to: (1) the direct costs of transportation, meals and lodging, mail, subcontracts, and outside services; special Agency-approved Project-specific insurance, letters of credit, bonds, and equipment and supplies; (2) Consultant's current standard rate charges for direct use of Consultant's vehicles, computing systems, laboratory test and analysis, word processing, printing and reproduction services, and certain field equipment; and (3) Consultant's standard project charges for special health and safety requirements of Occupational Safety and Health Administration (OSHA) and telecommunications services. Consultant's current standard rates for direct expenses shall be used. These rates are subject to change following internal audits and reviews.

Article 3 – Schedule

The Project schedule was developed assuming that work will begin by July 2019, and be completed by December 2021. The scope of engineering services and activities associated with this Task Order will be completed in accordance with the following approximate Project milestones:

- Project Authorized and Notice to Proceed by Agency – July 2019
- Complete Final Design – April 2020
- Complete Bid Services – June 2020
- Complete Office SDC – December 2021

The scope of engineering services covered by this Task Order shall be considered complete when final deliverables are deemed acceptable by Agency. Efforts will be made by the Consultant to complete the work in a timely manner. However, it is agreed that the Consultant cannot be responsible for delays occasioned by factors beyond Consultant's control, or factors which would not reasonably have been foreseen at the time this Task Order was executed.

Other Provisions

The following provisions shall apply to this TASK ORDER:

All work provided under this task order will be completed by December 2021.

This TASK ORDER shall be subject to the terms and conditions of the referenced AGREEMENT, as amended.

IN WITNESS WHEREOF, TASK ORDER NO. 27.1 is effective when approved by the Agency's Board of Directors, and is executed as shown below:

For Agency,
TAHOE-TRUCKEE SANITATION AGENCY

By: _____
LaRue Griffin

_____ General Manager
Title

Date: _____, 2019

For Consultant,
CH2M HILL, Inc.

By: _____


_____ Designated Project Executive
Title

Date: _____, 2019

Work under this Task Order will be performed under the direction of CH2M HILL Project Manager, Brad Memeo, P.E., who is a Civil Engineer, Certificate No. C 81778, licensed by the California Board for Professional Engineers and Land Surveyors.

Attachment 1
T-TSA Scoping Information

4/26/2019

RE: 2020 Headworks Improvements Project – Project Review

1. General:

- a. Please do not consider this document as a complete, thorough project review that captures all of the considerations and project elements that will be required to develop a complete set of bid documents. This document is meant to capture basic elements of the project only so that CH2M HILL may properly scope the project.
- b. Evaluate improvements necessary to bring up to current codes. Please be prepared to discuss with T-TSA during design development.
- c. Look for fatal flaws in any of the prior work that T-TSA gives you as a starting point for the design. Suggest alternatives that may make more sense if they come up.
- d. Preliminary design drawings are primarily conceptual and there are many areas where information has been “faked in” as placeholders and has not been actually designed yet. All information shown to be confirmed by CH2M HILL to meet design requirements.
- e. Design all structures considering T-TSA specific factors like snow load, snow removal and storage, freeze/thaw issues, hydraulics, H2S atmospheres, aggressive environment in Headworks building, altitudes (e.g., motors), etc.
- f. Establish sequence of work for construction of project elements (e.g., when does the Upstream Diversion Structure get built versus the work in Headworks?). To reduce overall project costs, please develop a proposed milestone schedule that would minimize the duration of bypass pumping, taking into account the timeline for long lead time equipment deliveries.
- g. Verify existing utility locations throughout the work and design accordingly to avoid or minimize conflicts.
- h. Confirm proposed staging locations with T-TSA staff during project kickoff workshop.
- i. The preliminary design has been developed without survey. We used record drawings and the Andregg TRI survey to establish elevations. Please consider the need for performing survey work at the outset of final design activities.

2. Hydraulic Analysis:

- a. General:
 - i. Historic Flows to be provided by T-TSA. Jacobs to determine minimum, average and maximum design flows for T-TSA approval, for both permanent infrastructure hydraulic analyses and design criteria for temporary pumped bypass system. The analysis will need to include recycle flows entering downstream of the Parshall Flume (T-TSA Operations to provide numbers).
 - ii. Existing v. new layout: Jacobs to perform hydraulic analysis first using existing layout, and then using proposed design layout and improvements. For the new layout, use the most hydraulic limiting features (e.g., mechanical screens vs bar rack, # of screens in service, etc). Note that under some flow scenarios, only one of the two parallel influent raw sewage pipelines will be in service; at other times, both will be in service.
 - iii. Cross-check against Mike Urban model to ensure that proposed project does not adversely affect upstream TRI hydraulics.
- b. Gravity Raw Sewage Flow Scenarios to be Analyzed:

- i. Scenario 1: Main flow stream from the lowest upstream governing manhole from the proposed bypass structure to grit chamber weirs (existing and new layouts).
 - ii. Scenario 2: Main flow stream from the lowest upstream governing manhole thru the proposed Upstream Diversion Structure, the proposed crossover pipe without bar rack in place, the Plant Diversion Structure, the parallel 30" raw sewage pipe to Headworks, and to the grit chamber weirs.
 - iii. Scenario 3: Main flow stream from the lowest upstream governing manhole thru the proposed Upstream Diversion Structure, the proposed crossover pipe with bar rack in place, the Plant Diversion Structure, the 18-inch/24-inch line to the ERB.
- c. Other Flows:
- i. Grit pump hydraulics feasibility thru existing cyclone classifier in Building 4 either through existing piping or temporary piping.

3. Headworks:

- a. General:
 - i. Level of detail for drawings prepared by T-TSA to date varies by discipline as further described below.
 - ii. First draft specifications are available for some Headworks components.
 - iii. Usage of Existing Grit Cyclone and Classifier: Evaluate whether it's feasible for T-TSA to operate existing grit cyclone and classifier while the construction work is proceeding, including removal and replacement of T-TSA portable grit bins. If we can do this, we can forego the need for hydraulic analysis and design development for a temporary line up to the existing cyclone/classifier in Bldg 4.
- b. Architectural & Structural:
 - i. Channel Redesign:
 1. Demolition
 2. New foundation
 3. New channel walls with provisions for slide gates/stop logs (can all three channels be sized to 4' wide while still being able to install three stop logs, and any other structural/mechanical tie-ins?)
 4. Rehabilitation of existing channel structural elements
 5. New metal decking
 6. Manual bar rack
 7. Screenings drainage pad
 8. Guard rail
 - ii. Roof Modifications:
 1. Structural mods
 2. New skylight
 3. EPDM roof tie-ins
 4. Odorous air penetration for future connection
 - iii. CMU Block Wall Modifications:
 1. New penetration for roll-up door.
 2. Structural lentil

- c. Doors and Windows:
 - i. New Roll-Up Door.
- d. Painting and Protective Coatings:
 - i. Need paint spec for painting of new beams and connection to existing beams.
- e. Mechanical:
 - i. Mechanical Screens:
 1. T-TSA operations and maintenance staff prefers a vertical step screen style, with Huber as being the basis of the current design. We would be interested in hearing CH2M HILL's experience with this style screen and provide some recommendations if this style screen would not be recommended by CH2M HILL.
 2. Process Question: Please provide any performance data CH2M HILL might have showing removal of organics by step screen/washer/compactor/dewatering piece/chute.
 3. Evaluate design parameters, criteria, layout, construction feasibility, serviceability for operations and maintenance, costs, and removability.
 4. Carefully thought out screen placement required to ensure:
 - a. Downstream stop log access so as not to conflict with washer compactor above.
 - b. Bar rack access for operators
 - c. Clearance from slide gates upstream
 - d. Ability to remove from new skylight above.
 5. Height is an important constraint/consideration. We prefer a "middle" size screen so that the screen motor is more accessible for maintenance and easier removal through the skylight, yet still provides enough room to install a washer press/compactor underneath it. As currently designed, there will not be enough room for a sluicing conveyor/compactor underneath the screen discharge. A "tall" screen will cause conflicts for removal and will make maintenance difficult. A "short" screen will not provide room for the said washer/compactor.
 6. Evaluate headloss through screens.
 7. Evaluate location and mounting of screen brackets on new channel walls – discuss complications of mounting brackets for Channel No. 1 during initial kickoff workshop.
 8. Include odorous air flange for future connection.
 9. We have a sample spec available.
 - ii. Slide Gates:
 1. Desired locations are shown on T-TSA drawings.
 2. Evaluate materials of construction with corrosion control expert (SST vs aluminum?) considering past T-TSA experience.
 3. Electrically actuated (with manual override) on two slide gates in front of two mechanical screens.
 4. Manual actuator (handwheel) on slide gate in front of manual bar rack.

5. Check for fit and clearances between slide gates, actuators when lifting out mechanical screens.
 6. Evaluate mountings of the various gate locations (face mounting, embedded channels, bottom channel step, etc.)
 7. Design analysis to ensure can with stand pressure and environmental conditions.
- iii. Stop Logs:
1. Desired locations are shown on T-TSA drawings.
 2. Evaluate materials of construction with corrosion control expert (Aluminum? Other?).
 3. Check for fit and clearances between stop logs and washer/compactor above (can we remove these)?
 4. Check for stop log mounting requirements OK to mount on end face of channel walls vs embedment (less desirable due to access concerns)?
 5. How do we get them out? What type of provisions can be added to assist?
 6. Design analysis to ensure can with stand pressure and environmental conditions.
 7. Is there a better alternative than stoplogs for isolating the downstream side of the screens?
- iv. Manual Bar Rack:
1. Need hydraulics reviewed.
 2. Review bar spacing. Ideally, Operations would like a smaller spacing.
 3. Evaluate materials of construction with corrosion control expert (SST? Which type of SST is best? Other?).
- v. Washer/Compactor Press:
1. Single washer press serving both screens desired due to space constraints, stop log concerns, etc.
 2. Layout considerations include:
 - a. Maximum length allowed by vendor
 - b. Ability for operators to get "between" conveyor and guardrail for accessing bar rack.
 - c. Space for bins.
 - d. Maintenance ability to access back side of screens.
 - e. Space between motor and western wall.
 3. Huber WAP/L is being used as the basis of the current design to match mfr of screen. We would be interested in hearing CH2M HILL's experience with this style washer and provide some recommendations if this style washer would not be recommended by CH2M HILL.
 4. At the request of Operations, Dewatering piece has been added onto end of washer/compactor to remove additional organics prior to discharging into bins in lieu of sluicing design due to layout constrictions.

5. Mandated need for new roll up door on west wall to pull out and service drive shaft when necessary.
 6. Evaluate chute angle/layout for optimization of dewatering and ability to roll bins under it and to provide access to the grit bins.
- vi. Odor Control Piping:
1. Design odor control piping to connect to mechanical screens, penetrate roof, run along roof, span over to corridor roof, and tie into existing odorous air header on corridor roof at or near tee. Evaluate best way to structurally support piping as it spans the distance between headworks building and corridor roof. Include butterfly damper in Headworks close to screens. Pipe to be sized per manufacturer's recommendation on flow rate or air-changes-per-hour for odor and corrosion control.
- vii. 2-Water Piping:
1. Reclaimed water will need to be routed from north wall to the new equipment.
 2. Evaluate whether the 2-W supply has adequate pressure and flow to meet the design requirements of the new equipment.
- f. Instrumentation & Control/Electrical:
1. All new features inside the Headworks building will need to be designed to meet NFPA Class 1, Div 1 requirements, unless otherwise determined.
 2. Evaluate total electrical loads and the number of circuits that will be required to support the new equipment (step screens, washer, compactor, heater, solenoid valves, etc.). Determine how loads will be supported all the way back to the supply in the Bldg 27, Electrical Supply Building.
 3. Evaluate possible locations for new electrical & control panels/equipment to meet applicable NEC codes, considering input from T-TSA.
 4. Determine conduit runs/routes.
 5. Design new electrical system to support proposed new and replaced equipment.
 6. Solicit input from T-TSA staff to determine required instrumentation, control and monitoring features for new equipment.
 7. Develop ladder logic diagrams/control features and P&IDs and provide functionality that meets T-TSA's requirements.
 8. Evaluate and design I&C package for screen operation (T-TSA to integrate into existing SCADA system).
 9. New heaters need to be installed. Operations to provide input on performance of existing heaters during project kickoff workshop.
 10. New lights need to be installed. Maintenance to provide input on performance of existing lights during project kickoff workshop. Lighting study of existing space is also available.

11. Replacement of existing conduit, solenoid valves, and other components will be required.
12. Sensors: Evaluate provision of level instrumentation for control, alarming, etc.

4. Upstream Diversion Structure (UDS) to Plant Diversion Structure (PDS):

- a. General:
 - i. General purpose of the structure is to provide a way to manually screen raw sewage upstream of the temporary pumped bypass system during construction.
 - ii. Evaluate the preliminary design concept to construct the UDS over the existing TRI while it is still in service, with careful sequencing required in regards to cutting out the existing pipe section within the newly constructed UDS and for installation of the new sluice gate to isolate the downstream original TRI piping. Provide recommendations if alternative configurations are more ideal.
 - iii. Determine the best box configuration to promote favorable hydraulics while allowing for feasible construction.
- b. Site Civil:
 - i. Evaluate options for an at-grade pad adjacent to the bar rack for roll-off bins.
 - ii. Confirm design of MH(s) to accomplish pipe direction changes, considering hydraulics, constructability, etc..
 - iii. Design pipe (class, diameter, slope, materials of construction).
- c. Structural:
 - i. Design UDS.
 - ii. Some form of guardrail is required around bar rack.
 - iii. Design bar rack:
 1. Needs to be pivotable. Under normal operations, bar rack will be stored in the "UP" position. Design method to keep the bar rack in this "UP" position in a stable manner.
 2. Is it possible to match Headworks bar rack for interchangeability?
 3. Need hydraulics reviewed.
 4. Review bar spacing. Ideally, Operations would like a smaller spacing.
 5. Evaluate materials of construction with corrosion control expert (SST? Which type of SST is best? Other?).
 - iv. Design pipe penetration for new pipe connection at PDS.
 - v. Removable Decking:
 1. Provide for the UDS and possibly PDS if modifications are made to it.
 2. Provide recommendation for decking material to be used for T-TSA consideration. Design to support snow load.
 3. With the decking removed from the UDS, provide:
 - a. A place for the operator to stand
 - b. A place for the screenings to sit that are taken off the bar screen.
- d. Mechanical:
 - i. Two flow control/isolation gates are required at the UDS. Propose to T-TSA style of gates (sluice?), materials of construction, actuator type,

e. Instrumentation & Control/Electrical:

- i. Sensors: Evaluate provision of level instrumentation for control, alarming, etc. Need to determine how to monitor water level just ahead of the manual bar screen.

5. Temporary Facilities:

a. By-Pass Pumping

i. General:

1. Use the TRI MH 81 to 83 Improvements Project as a general guideline for what will be required. However, much less redundancy will be necessary due to our ability to shave off flow to upstream and downstream emergency storage ponds in the event of bypass system failure. Strategy to be discussed at the project kickoff workshop. Assume 24/7 supervision by Contractor. However, raking of bar rack will be by T-TSA Ops staff.

ii. Route:

1. Determine pump bypass corridor required to pump from PDS to downstream of cofferdam near Parshall Flume.
2. Evaluate how bypass piping will be placed to allow for continuous plant traffic between PDS and Headworks (e.g, vehicular traffic, pedestrian traffic, chemical deliveries, waste bin deliveries, garbage trucks, etc.). Will trenching be required with plating? Are there buried utilities that will need to be crossed?

iii. Siting:

1. Evaluate where bypass pump would sit relative to the structure and how it would be plumbed to it. Where would the manifold sit?

iv. Piping:

1. Determine and show the specific location where the pipe will discharge downstream of the cofferdam.
2. Determine the size and type of the pipe.

v. Pumping:

1. Determine pumping rates based on hydraulic analysis.
2. Spec flow metering for WDR reporting purposes.

vi. Gravity Hydraulic Analysis:

1. Please evaluate gravity hydraulics upstream of PDS during bypass pumping from PDS accounting for the need to isolate the 36" raw sewage line at the Downstream Control Structure (TRI MH 150) with all flow passing through the 33" line, the UDS, the proposed bar rack, and to the PDS. The evaluation should consider that the new pipe connection is very steep and so will have a smaller working volume for pump suction pool.

vii. Pumped Hydraulic Analysis: By Contractor.

viii. Lighting: Contractor to provide temporary lighting for both the Plant Diversion Structure for contractor bypass pumping and at the Upstream Diversion Structure for operations bar rack cleaning.

b. Structures:

- i. Design temporary cofferdam between mechanical screens and Parshall Flume.

TAHOE-TRUCKEE SANITATION AGENCY



REGIONAL WATER RECLAMATION FACILITY

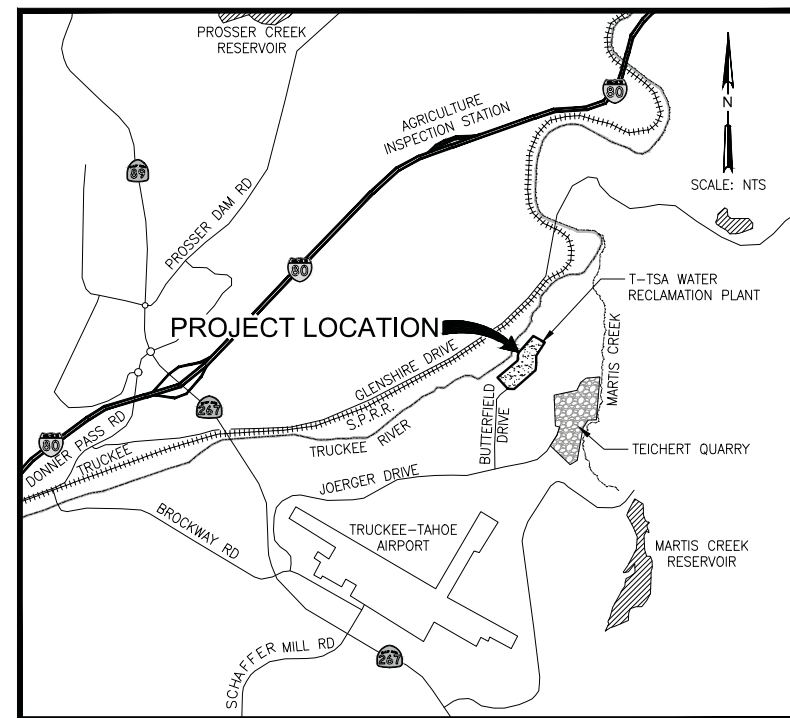
2020 HEADWORKS IMPROVEMENTS PROJECT

APRIL 2019

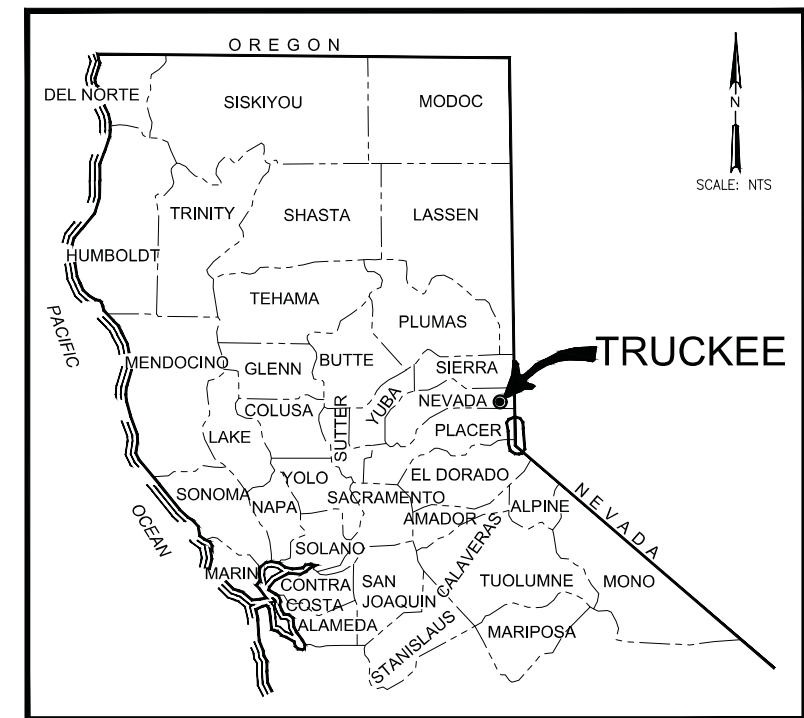
BOARD OF DIRECTORS

PRESIDENT	S. LANE LEWIS
VICE PRESIDENT	DALE COX
DIRECTOR	JON NORTHROP
DIRECTOR	DAN WILKINS
DIRECTOR	BLAKE TRESAN

APPROVED: _____
GENERAL MANAGER
LARUE GRIFFIN



LOCATION MAP



VICINITY MAP

**PRELIMINARY
NOT FOR CONSTRUCTION**

2020 HEADWORKS IMPROVEMENTS PROJECT

TITLE SHEET

TSA Tahoe - Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525



VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

<i>Designed By:</i>	AC
<i>Drawn By:</i>	SF
<i>Checked By:</i>	JP
<i>Approved By:</i>	LG

				SHEET	1
				DWG NO.	G-1
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

SHEET INDEX

GENERAL

SHEET NO.	DRAWING NO.	DRAWING TITLE
1	G-1	TITLE SHEET
2	G-2	SHEET INDEX AND NOTES
3	G-3	GENERAL ABBREVIATIONS
4	G-4	GENERAL CIVIL AND ARCHITECTURAL LEGEND
5	G-5	SITE ACCESS PLAN
6	G-6	STRUCTURAL GENERAL NOTES
7	G-7	MECHANICAL AND PLUMBING LEGEND
8	G-8	INSTRUMENTATION AND CONTROL LEGEND
9	G-9	ELECTRICAL LEGEND

SITE CIVIL

SHEET NO.	DRAWING NO.	DRAWING TITLE
10	GC-100	SITE PLAN MASTER - PLANT
11	GC-101	SITE PLAN - AREA A
12	GC-102	SITE PLAN - AREA B
13	GC-121	PAVING PLAN
14	GC-401	SITE DETAILS

SITE YARD PIPING

SHEET NO.	DRAWING NO.	DRAWING TITLE
15	GY-100	BYPASS PIPING PLAN
16	GY-101	YARD PIPING DEMOLITION
17	GY-102	YARD PIPING PLAN - AREA A
18	GY-103	PARTIAL PLANS AND SECTION

HEADWORKS BUILDING (7)

SHEET NO.	DRAWING NO.	DRAWING TITLE
19	7-A-151	ROOF PLAN
20	7-A-301	EXTERIOR ELEVATIONS
21	7-S-141	HEADWORKS BUILDING - DEMOLITION FLOOR PLAN
22	7-S-142	HEADWORKS BUILDING - FLOOR PLAN
23	7-S-151	HEADWORKS BUILDING - ROOF FRAMING PLAN
24	7-S-201	HEADWORKS BUILDING - DEMOLITION SECTIONS
25	7-S-202	HEADWORKS BUILDING - SECTIONS
26	7-M-141	HEADWORKS BUILDING - DEMOLITION PLAN
27	7-M-142	HEADWORKS BUILDING - PLAN
28	7-M-201	HEADWORKS BUILDING - SECTION
29	7-M-202	HEADWORKS BUILDING - SECTION
30	7-E-141	HEADWORKS BUILDING - ELECTRICAL PLAN
31	7-A-401	ARCHITECTURAL DETAILS
32	7-S-401	STRUCTURAL DETAILS
33	7-M-401	MECHANICAL DETAILS
34	7-E-401	ELECTRICAL DETAILS

INSTRUMENTATION AND CONTROL

SHEET NO.	DRAWING NO.	DRAWING TITLE
35	IC-I-1	P&ID - HEADWORKS

**PRELIMINARY
NOT FOR CONSTRUCTION**



2020 HEADWORKS IMPROVEMENTS PROJECT

SHEET INDEX AND NOTES

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC

Drawn By: SF

Checked By: JP

Approved By: LG

				SHEET	2
				DWG NO.	G-2
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

ABBREVIATIONS

<p>@ AT AB ANCHOR BOLT, AGGREGATE BASE ABDN ABANDONED AC ASPHALTIC CONCRETE ACI AMERICAN CONCRETE INSTITUTE ACT ACOUSTICAL TILE ADDL ADDITIONAL ADH AB ADHESIVE ANCHOR BOLT ADJ ADJACENT, ADJUSTABLE AFF ABOVE FINISH FLOOR AFG ABOVE FINISH GRADE AGGR AGGREGATE AHR ANCHOR AISC AMERICAN INSTITUTE OF STEEL CONSTRUCTION AL ALUMINUM ALTN ALTERNATE ANSI AMERICAN NATIONAL STANDARDS INSTITUTE APPROX APPROXIMATE APVD APPROVED ARCH ARCHITECTURAL ARV AIR RELEASE VALVE AUTO AUTOMATIC AUX AUXILIARY AWG AMERICAN WIRE GAGE AWT ADVANCED WASTE TREATMENT</p> <p>BC BEGIN CURVE, BOTTOM OF CURB BD BALANCING DAMPER, BOARD BETW BETWEEN BF BLIND FLANGE, BOTTOM FACE BFD BUTTERFLY VALVE DAMPER BFV BUTTERFLY VALVE BLDG BUILDING BM BENCHMARK, BEAM BNR BIOLOGICAL NITROGEN REMOVAL BO BLOW OFF BOO BOTTOM OF OPENING BOD BOTTOM OF DUCT BOP BOTTOM OF PIPE BOS BOTTOM OF STEEL BOT BOTTOM BRG BEARING BV BALL VALVE</p> <p>C CHANNEL (BEAM) C&CT CONVENTIONAL AND CHEMICAL TREATMENT CB CATCH BASIN CC CIRCLE CENTER, CARBON COLUMN CCP CONCRETE CYLINDER PIPE CCS CENTRAL CONTROL SYSTEM CEIL CEILING CFM CUBIC FEET PER MINUTE CFS CUBIC FEET PER SECOND CHEM CHEMICAL CHKD CHECKERED PLATE CJ CONSTRUCTION JOINT CLB CLINO BED CLDIP CEMENT LINED DUCTILE IRON PIPE CLG CEILING CLR CLEAR CL CENTERLINE CMP CORRUGATED METAL PIPE CMU CONCRETE MASONRY UNIT CO CLEANOUT COL COLUMN CONC CONCRETE CONN CONNECTION CONT CONTINUOUS, CONTINUATION COORD COORDINATION COP COPPER CPLG COUPLING CPVC CHLORINATED POLYVINYL CHLORIDE CRS COLD ROLLED STEEL CTD CENTERED CTR CENTER C TO C CENTER TO CENTER CU CUBIC CU FT CUBIC FEET CU IN CUBIC INCH CU YD CUBIC YARD CULV CULVERT CV CHECK VALVE</p>	<p>DBA DEFORMED BAR ANCHOR D PENNY (NAIL SIZE) DBL DOUBLE DEC DECANT DEMO DEMOLITION DET DETAIL DI DROP INLET, DUCTILE IRON DIA DIAMETER DIAG DIAGONAL DIL DILUTE DIMJ DUCTILE IRON MECHANICAL JOINT DIP DUCTILE IRON PIPE DIPGL DUCTILE IRON PIPE, FLANGED, DIR DIRECTION DOWN DOWN D/P DIFFERENTIAL PRESSURE DWG DRAWING</p> <p>e EXTERNAL DISTANCE E EAST EFFF EACH WAY, EACH FACE EC END CURVE ECC ECCENTRIC EF EACH FACE, EXHAUST FAN EFL EFFLUENT EL ELEVATION ELB ELBOW ELC ELECTRICAL LOAD CENTER ELEC ELECTRIC, ELECTRICAL ENGR ENGINEER EPDM ETHYLENE PROPYLENE DIENE MONOMER EQLS EQUALLY SPACED EQPT EQUIPMENT EW EACH WAY EXC EXCAVATE EXH EXHAUST FAN EXP EXPANDED, EXPANSION EXP JT EXPANSION JOINT EXST EXISTING</p> <p>FA FOUL AIR FB FLAT BAR FC FLEXIBLE COUPLING FCA FLEXIBLE COUPLING ADAPTER FCO FLOOR CLEANOUT FD FLOOR DRAIN FDA FLOOR DRAIN W/ INTEGRAL TRAP FDN FOUNDATION FES FLARED END SECTION FEXT FIRE EXTINGUISHER FF FINISH FLOOR FG FINISH GRADE FHY FIRE HYDRANT FIG FIGURE FL FLOOR FLG FLANGE FLH FLAT HEAD FLL FLOW LINE FLTR FILTER FNISH FINISH FOC FACE OF CONCRETE FRP FIBERGLASS REINFORCED PLASTIC FT FOOT OR FEET FTG FOOTING FWD FORWARD °F DEGREE FAHRENHEIT</p> <p>GA GAGE, GAUGE GAL GALLON GALV GALVANIZED GALVI GALVANIZED IRON GC GROOVED COUPLING GCO GRADE CLEANOUT GCF GROOVED COUPLING FITTING GE GROOVED END GL GLASS GLDIP GLASS LINED DUCTILE IRON PIPE GPD GALLONS PER DAY GPH GALLONS PER HOUR GPM GALLONS PER MINUTE GYP GYPSUM</p>	<p>GRTG GRATING GSP GALVANIZED STEEL PIPE GV GATE VALVE GVL GRAVEL</p> <p>HAS HEADED ANCHOR STUD HB HOUSE BIBB HD HUB DRAIN HDR HEADER HDW HARDWARE HGT HEIGHT HM HOLLOW METAL HORIZ HORIZONTAL HP HORSEPOWER HR HANDRAIL HPT HIGH POINT HV HOSE VALVE</p> <p>I&C INSTRUMENTATION & CONTROL ID INSIDE DIAMETER IE, I.E. INVERT ELEVATION IF INSIDE FACE IN INCH INFL INFLUENT INSTM INSTRUMENT INSUL INSULATE INV INVERT</p> <p>JAN JANITOR JT JOINT</p> <p>KIP THOUSAND POUNDS KW KILOWATT</p> <p>L LEFT, ANGLE, LENGTH LAB LABORATORY LAT'L LATERAL LAV LAVATORY LB POUNDS LB/CU FT POUNDS PER CUBIC FOOT LF LINEAR FEET LG LONG LH LEFT HAND LINT LINTEL LONG LONGITUDINAL LR LONG RADIUS LPT LOW POINT</p> <p>MAX MAXIMUM MB MACHINE BOLT MCC MOTOR CONTROL CENTER MECH MECHANICAL MFR MANUFACTURER MGD MILLION GALLONS PER DAY MG/L MILLIGRAMS PER LITER MH MANHOLE MIN MINIMUM, MINUTE MISC MISCELLANEOUS MJ MECHANICAL JOINT MSNRY MASONRY MTL MATERIAL MTS MILL TYPE STEEL PIPE MTSS MILL TYPE STEEL PIPE - SPECIAL SERVICE MO MASONRY OPENING MWS MAXIMUM WATER SURFACE</p> <p>N NORTH N/A NOT APPLICABLE NIC NOT IN CONTRACT NO NUMBER, NUMBERING NPT NATIONAL PIPE THREAD NTS NOT TO SCALE</p> <p>OC ON CENTER OD OUTSIDE DIAMETER OF OUTSIDE FACE OG ORIGINAL GROUND O TO O OUT TO OUT OPNG OPENING OZ OUNCE</p> <p>P PILASTER</p>	<p>PC POINT OF CURVE PCC POINT OF COMPOUND CURVE PE PLAIN END PENP PENETRATION PG PROFILE GRADE PI POINT OF INTERSECTION PJF PREMOLDED JOINT FILLER PL PLATE, PROPERTY LINE PLYWD PLYWOOD POC POINT OF CURVE POT POINT OF TANGENT PPL POLYPROPYLENE LINED PPM PARTS PER MILLION PRC POINT OF REVERSE CURVE PRCAST PRECAST PREFAB PREFABRICATED PRESS PRESSURE PROP PROPERTY PSF POUNDS PER SQUARE FOOT PSI POUNDS PER SQUARE INCH PSIG POUNDS PER SQUARE INCH, GAUGE PT POINT OF TANGENCY PV PLUG VALVE PVC POLYVINYL CHLORIDE PLASTIC PVCGS POLYVINYL CHLORIDE PLASTIC-GRAVITY SEWER PIPE TYPE PVCW POLYVINYL CHLORIDE PLASTIC-WATER DISTRIBUTION SERVICE TYPE PVMT PAVEMENT</p> <p>R, RAD RADIUS RC REINFORCED CONCRETE RCP REINFORCED CONCRETE PIPE RCPP REINFORCED CONCRETE PRESSURE PIPE RD ROAD, ROOF DRAIN RDCR REDUCER RDW REDWOOD REF REFER OR REFERENCE REINF REINFORCED, REINFORCING, REINFORCE REQD REQUIRED RH ROD HOLE RJ RESTRAINED JOINT RLS RUBBER LINED STEEL RM ROOM RO ROUGH OPENING RST REINFORCING STEEL RTN RETURN R/W RIGHT-OF-WAY</p> <p>S I-BEAM, SOUTH, SLOPE SAT SUSPENDED ACOUSTIC TILE SCFH STANDARD CUBIC FEET PER HOUR SCFM STANDARD CUBIC FEET PER MINUTE SCH SCHEDULE SEC SECONDARY SECT SECTION SH SHEET SHS SOLIDS HANDLING SYSTEM SIM SIMILAR SLP SLOPE SOLN SOLUTION SP SPACE OR SPACES SPEC SPECIFICATIONS SPEC'D SPECIFIED SPLY SUPPLY SQ SQUARE SQ FT SQUARE FOOT SQ IN SQUARE INCH SSH SAFETY SHOWER SST STAINLESS STEEL STA STATION STD STANDARD STIF STIFFENER STL STEEL, STEEL PIPE STLS STEEL PIPE (SPECIAL) STR STRAIGHT STRL STRUCTURAL STRUCT STRUCTURE SUBFL SUBFLOOR SUSP SUSPEND SYMM SYMMETRICAL</p> <p>T TANGENT TBD TO BE DETERMINED TBG TUBING T&B TOP AND BOTTOM TC TOP OF CURB, TOP OF CONCRETE TDH TOTAL DYNAMIC HEAD TECH TECHNICAL TEL TELEPHONE TEMP TEMPERATURE TF TOP FACE T&G TONGUE AND GROOVE THD THREAD THK THICK TOC TOP OF CONCRETE TOF TOP OF FOOTING TOG TOP OF GRADE TP TURNING POINT TRANS TRANSITION TRANSV TRANSVERSE TST TOP OF STEEL TT THRUST TIE TW TOP OF WALL TYP TYPICAL</p> <p>UBC UNIFORM BUILDING CODE UD UNDERDRAIN UH UNIT HEATER UP UNIT PROCESS UR URINAL</p> <p>V VOLT, VALVE VC VERTICAL CURVE VERT VERTICAL VPC VERTICAL POINT OF CURVE VPI VERTICAL POINT OF INTERSECTION VPS VENEER PLASTER SYSTEM VPT VERTICAL POINT OF TANGENCY VTR VENT THRU ROOF</p> <p>W/ WITH W WIDE FLANGE (BEAM), WEST WC WATER CLOSET WD WOOD WH WATER HEATER WM WATER METER W/O WITHOUT WR WATER RESISTANT WS WATER SURFACE, WATER STOP WSE WATER SURFACE ELEVATION W SH ST WEATHERING SHEET STEEL WSP WELDED STEEL PIPE WTR WATER WW WASHWATER WWF WELDED WIRE FABRIC</p> <p>YD YARD</p>
--	---	---	---

- NOTES:
1. SEE ELECTRICAL AND INSTRUMENTATION LEGEND SHEETS FOR ADDITIONAL ABBREVIATIONS.
 2. CONTACT THE ENGINEER FOR ABBREVIATIONS NOT LISTED OR.
 3. THIS IS A STANDARD LEGEND SHEET, SOME SYMBOLS AND/OR ABBREVIATIONS MAY APPEAR ON THIS SHEET AND NOT ON THE PLANS.

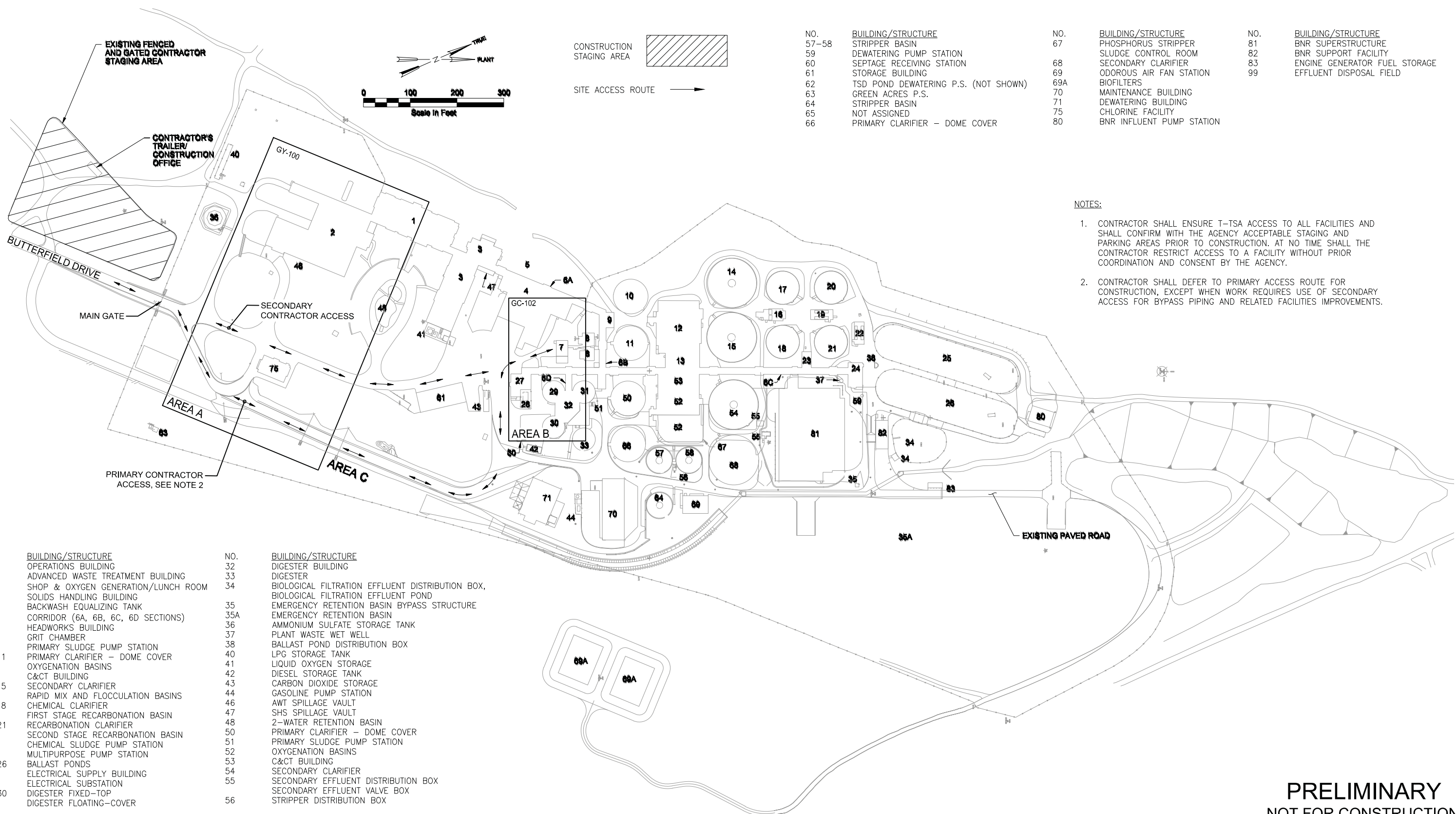
PRELIMINARY
NOT FOR CONSTRUCTION



2020 HEADWORKS IMPROVEMENTS PROJECT

GENERAL ABBREVIATIONS

VERIFY SCALE		<i>Designed By:</i>	AC					SHEET	3
BAR IS ONE INCH ON ORIGINAL DRAWING	0 1"	<i>Drawn By:</i>	SF					DWG NO.	G-3
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY		<i>Checked By:</i>	JP					DATE	X/XX/XX
		<i>Approved By:</i>	LG					PROJ NO.	XXXX
				SYM	REVISIONS	DATE	BY		



NO.	BUILDING/STRUCTURE	NO.	BUILDING/STRUCTURE	NO.	BUILDING/STRUCTURE
57-58	STRIPPER BASIN	67	PHOSPHORUS STRIPPER	81	BNR SUPERSTRUCTURE
59	DEWATERING PUMP STATION	68	SLUDGE CONTROL ROOM	82	BNR SUPPORT FACILITY
60	SEPTAGE RECEIVING STATION	69	SECONDARY CLARIFIER	83	ENGINE GENERATOR FUEL STORAGE
61	STORAGE BUILDING	70	ODOROUS AIR FAN STATION	99	EFFLUENT DISPOSAL FIELD
62	TSD POND DEWATERING P.S. (NOT SHOWN)	71	BIOFILTERS		
63	GREEN ACRES P.S.	75	MAINTENANCE BUILDING		
64	STRIPPER BASIN	80	DEWATERING BUILDING		
65	NOT ASSIGNED		CHLORINE FACILITY		
66	PRIMARY CLARIFIER - DOME COVER		BNR INFLUENT PUMP STATION		

- NOTES:**
1. CONTRACTOR SHALL ENSURE T-TSA ACCESS TO ALL FACILITIES AND SHALL CONFIRM WITH THE AGENCY ACCEPTABLE STAGING AND PARKING AREAS PRIOR TO CONSTRUCTION. AT NO TIME SHALL THE CONTRACTOR RESTRICT ACCESS TO A FACILITY WITHOUT PRIOR COORDINATION AND CONSENT BY THE AGENCY.
 2. CONTRACTOR SHALL DEFER TO PRIMARY ACCESS ROUTE FOR CONSTRUCTION, EXCEPT WHEN WORK REQUIRES USE OF SECONDARY ACCESS FOR BYPASS PIPING AND RELATED FACILITIES IMPROVEMENTS.

NO.	BUILDING/STRUCTURE
1	OPERATIONS BUILDING
2	ADVANCED WASTE TREATMENT BUILDING
3	SHOP & OXYGEN GENERATION/LUNCH ROOM
4	SOLIDS HANDLING BUILDING
5	BACKWASH EQUALIZING TANK
6	CORRIDOR (6A, 6B, 6C, 6D SECTIONS)
7	HEADWORKS BUILDING
8	GRIT CHAMBER
9	PRIMARY SLUDGE PUMP STATION
10-11	PRIMARY CLARIFIER - DOME COVER
12	OXYGENATION BASINS
13	C&CT BUILDING
14-15	SECONDARY CLARIFIER
16	RAPID MIX AND FLOCCULATION BASINS
17-18	CHEMICAL CLARIFIER
19	FIRST STAGE RECARBONATION BASIN
20-21	RECARBONATION CLARIFIER
22	SECOND STAGE RECARBONATION BASIN
23	CHEMICAL SLUDGE PUMP STATION
24	MULTIPURPOSE PUMP STATION
25-26	BALLAST PONDS
27	ELECTRICAL SUPPLY BUILDING
28	ELECTRICAL SUBSTATION
29-30	DIGESTER FIXED-TOP
31	DIGESTER FLOATING-COVER

NO.	BUILDING/STRUCTURE
32	DIGESTER BUILDING
33	DIGESTER
34	BIOLOGICAL FILTRATION EFFLUENT DISTRIBUTION BOX, BIOLOGICAL FILTRATION EFFLUENT POND
35	EMERGENCY RETENTION BASIN BYPASS STRUCTURE
35A	EMERGENCY RETENTION BASIN
36	AMMONIUM SULFATE STORAGE TANK
37	PLANT WASTE WET WELL
38	BALLAST POND DISTRIBUTION BOX
40	LPG STORAGE TANK
41	LIQUID OXYGEN STORAGE
42	DIESEL STORAGE TANK
43	CARBON DIOXIDE STORAGE
44	GASOLINE PUMP STATION
46	AWT SPILLAGE VAULT
47	SHS SPILLAGE VAULT
48	2-WATER RETENTION BASIN
50	PRIMARY CLARIFIER - DOME COVER
51	PRIMARY SLUDGE PUMP STATION
52	OXYGENATION BASINS
53	C&CT BUILDING
54	SECONDARY CLARIFIER
55	SECONDARY EFFLUENT DISTRIBUTION BOX
56	SECONDARY EFFLUENT VALVE BOX
	STRIPPER DISTRIBUTION BOX

PRELIMINARY
NOT FOR CONSTRUCTION



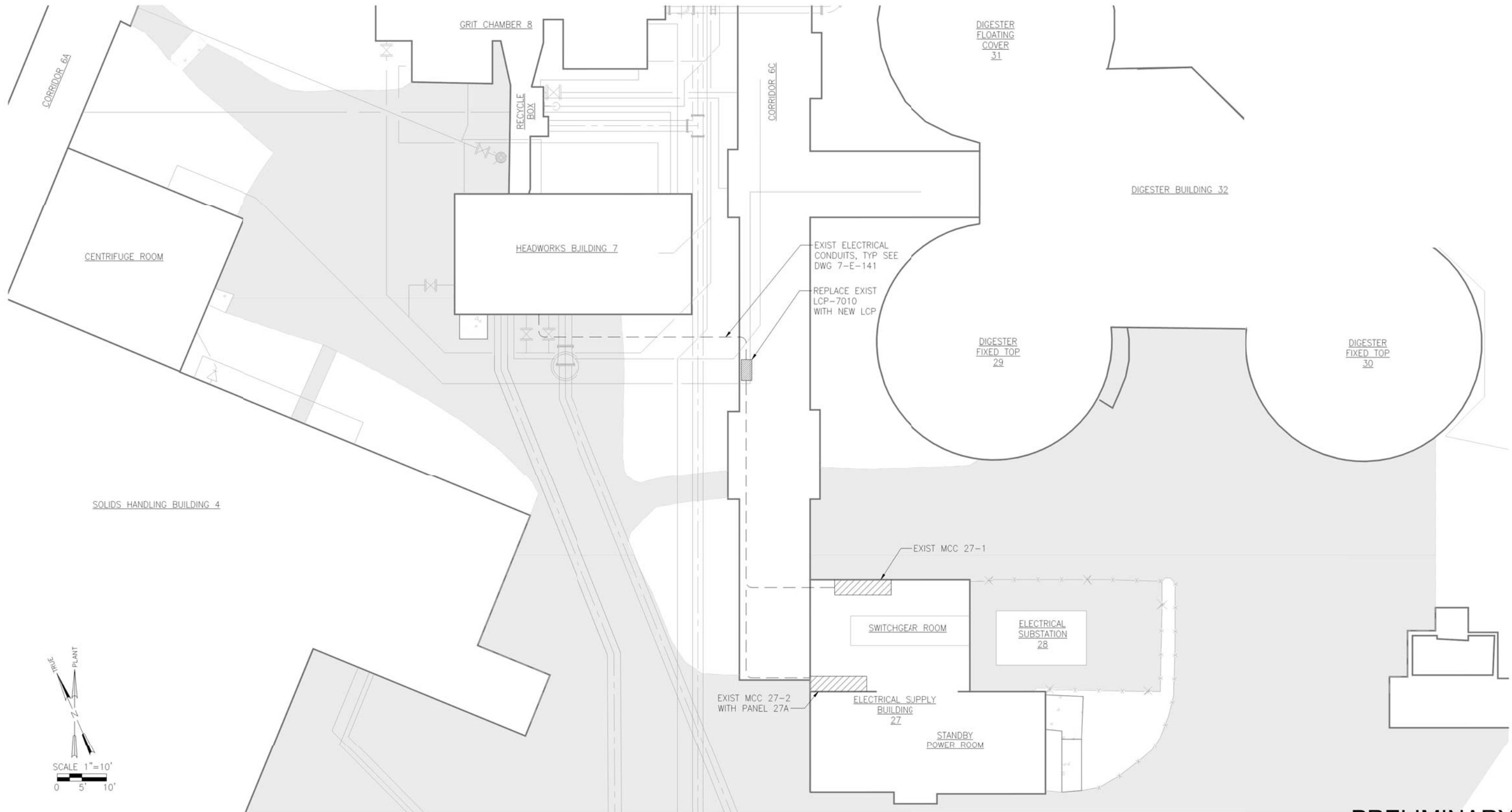
2020 HEADWORKS IMPROVEMENTS PROJECT

SITE ACCESS PLAN

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

				SHEET	XX
				DWG NO.	G-5
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



PRELIMINARY
NOT FOR CONSTRUCTION

TSA Tahoe - Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525



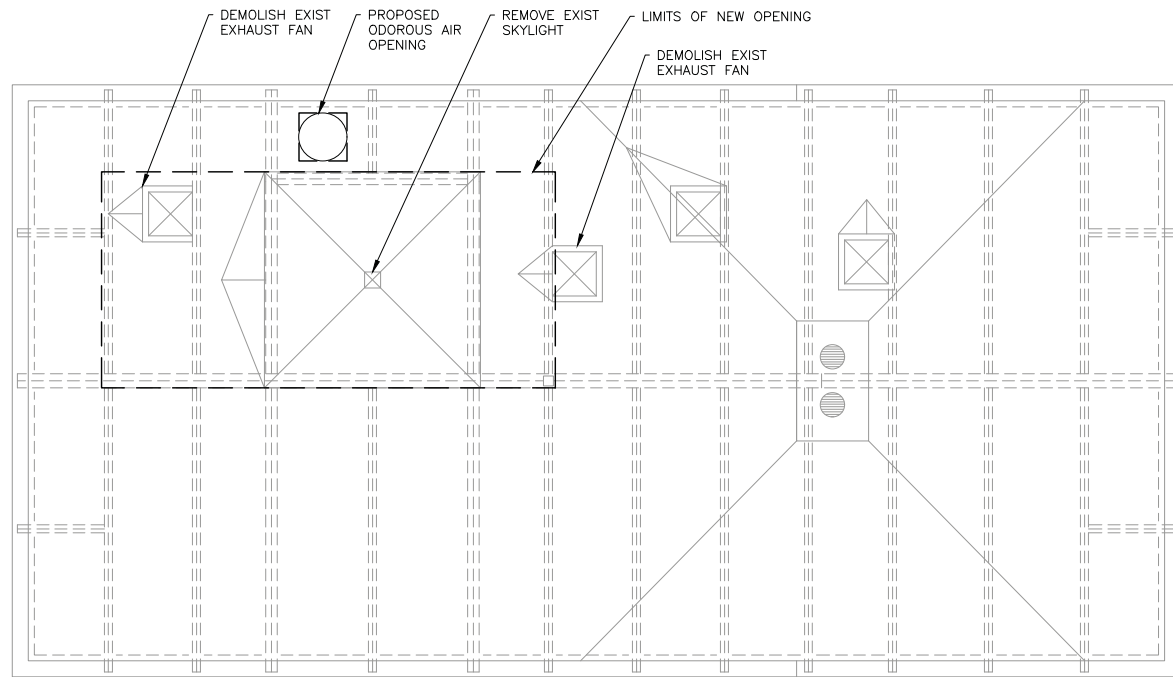
2020 HEADWORKS IMPROVEMENTS PROJECT

SITE PLAN - AREA B

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

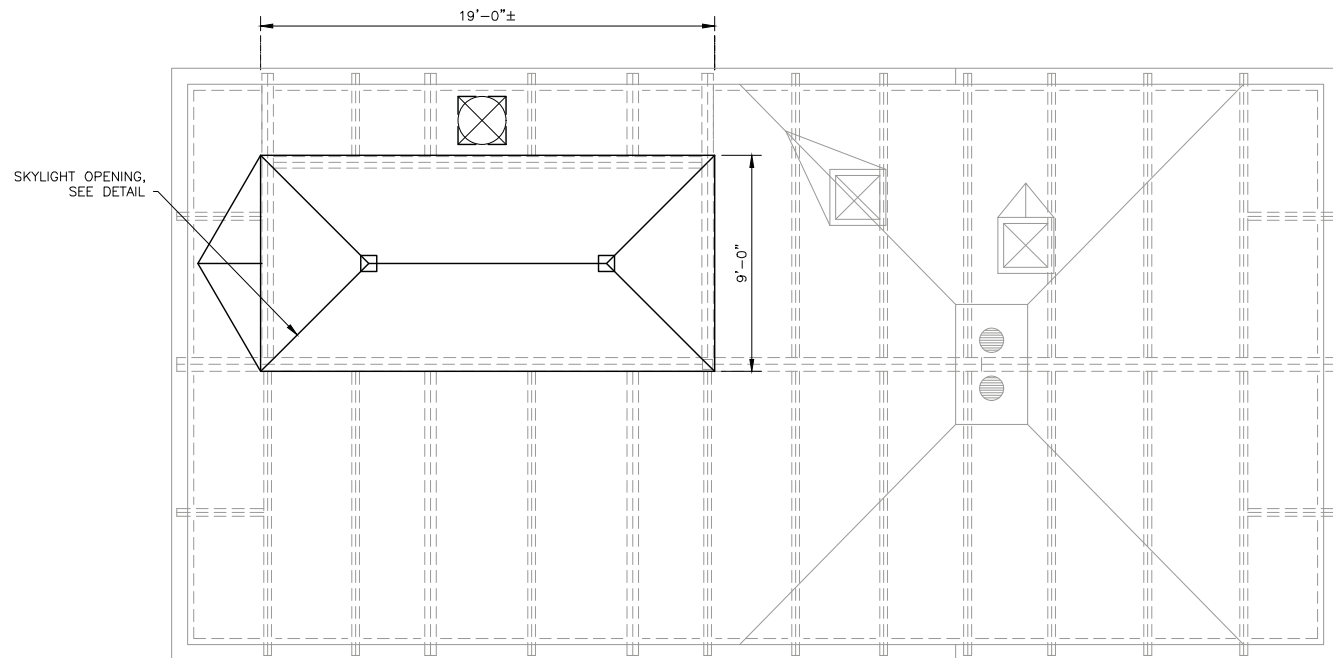
				SHEET	XX
				DWG NO.	GC-102
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



NOTES:

- 1.

ROOF DRAINAGE DEMOLITION PLAN
 1/4"=1'-0"



ROOF DRAINAGE PLAN
 1/4"=1'-0"

PRELIMINARY
 NOT FOR CONSTRUCTION



Tahoe - Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525



2020 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
 ROOF PLAN

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
 0 ——— 1"
 IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC

Drawn By: SF

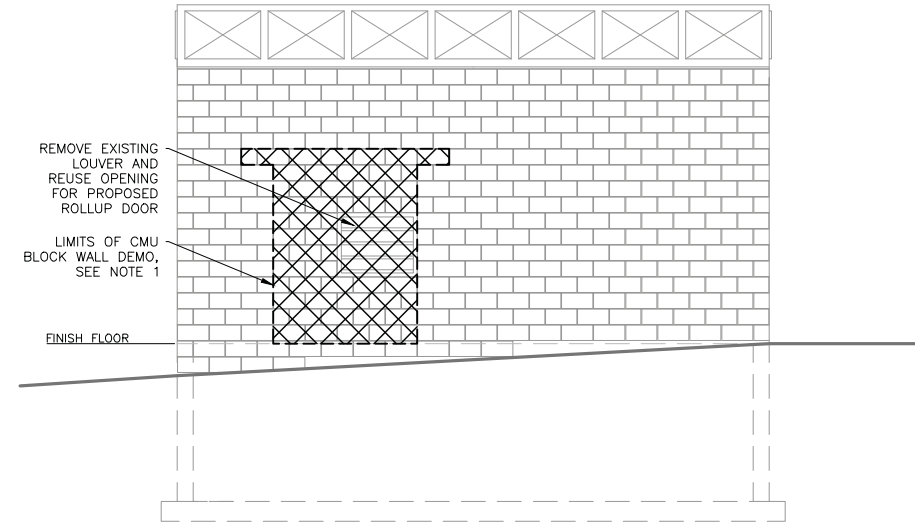
Checked By: JP

Approved By: LG

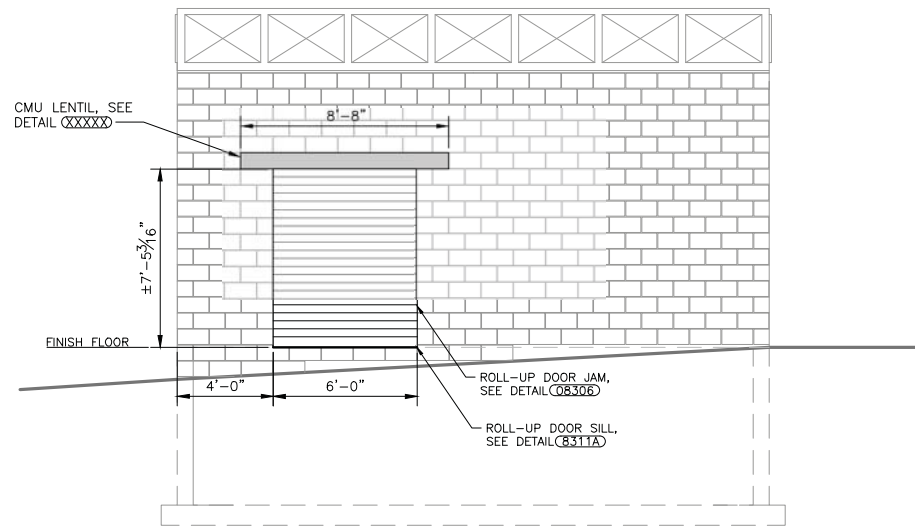
				SHEET	XX
				DWG NO.	7-A-151
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

NOTES:

1. CONTRACTOR SHALL VERIFY EXTENTS OF CMU BLOCK DEMOLITION WITH AGENCY. SAWCUTS SHALLS BE MADE BETWEEN GROUTED CELLS WHERE POSSIBLE AND



EXISTING WEST ELEVATION
 $\frac{1}{4}'' = 1' - 0''$



WEST ELEVATION
 $\frac{1}{4}'' = 1' - 0''$

PRELIMINARY
 NOT FOR CONSTRUCTION

Tahoe - Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525



2020 HEADWORKS IMPROVEMENTS PROJECT

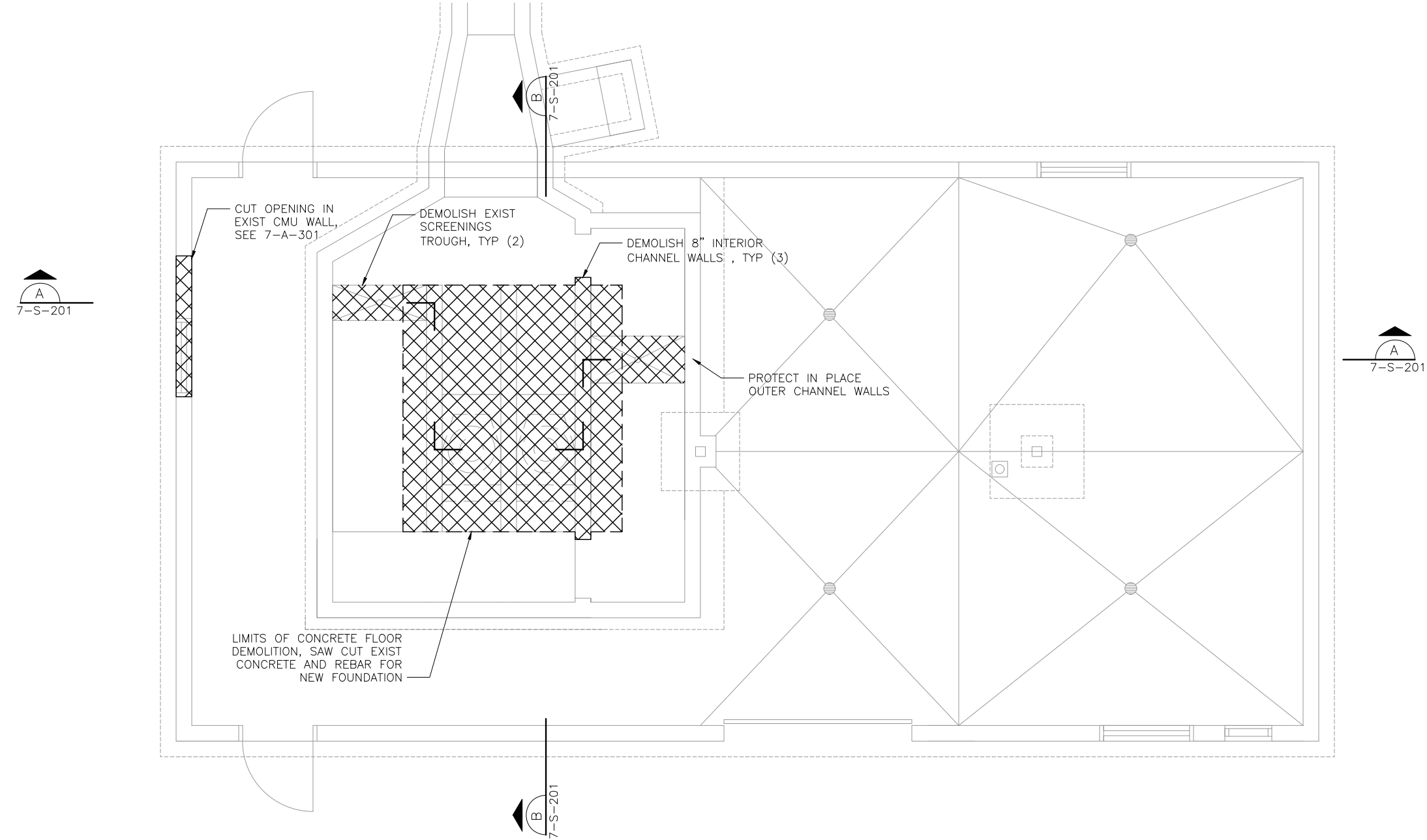
**HEADWORKS BUILDING
 EXTERIOR ELEVATIONS**

VERIFY SCALE
 BAR IS ONE INCH ON ORIGINAL DRAWING
 0 ——— 1"
 IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

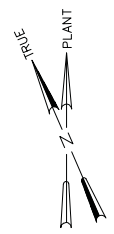
				SHEET	XX
				DWG NO.	7-A-301
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

NOTES:
1.



A
7-S-201

A
7-S-201



DEMOLITION FLOOR PLAN
3/8" = 1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION

Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

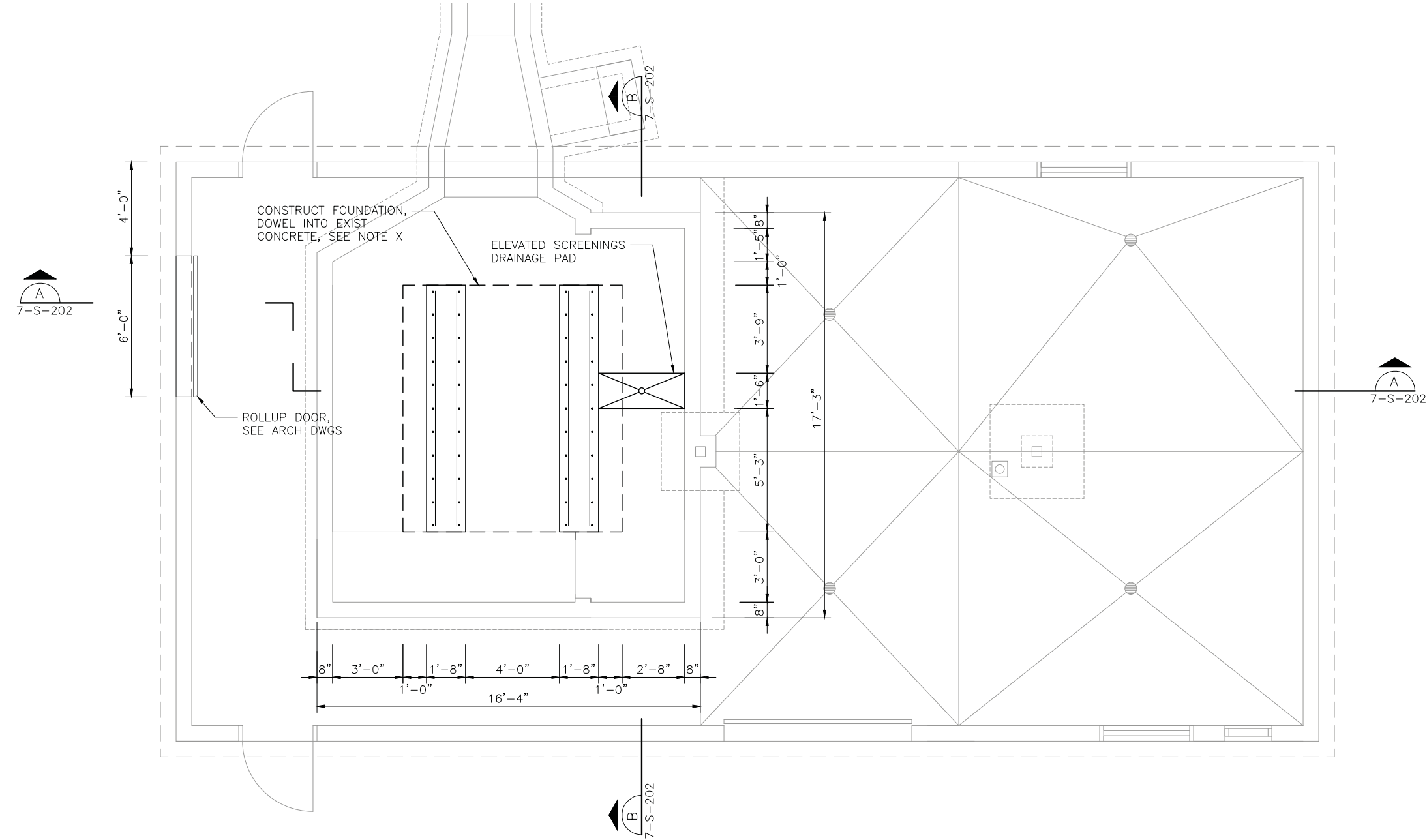
HEADWORKS BUILDING
DEMOLITION FLOOR PLAN

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

				SHEET	XX
				DWG NO.	7-S-141
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

NOTES:
1.



FLOOR PLAN
 3/8" = 1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION

Tahoe Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525

PRELIMINARY

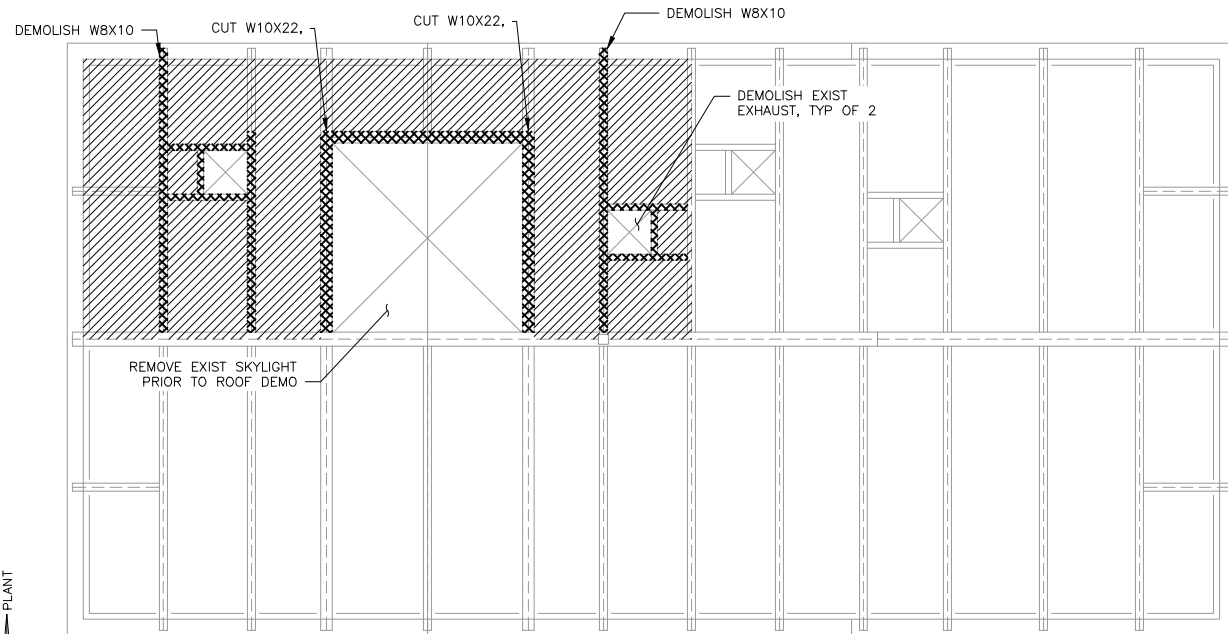
2019 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
FLOOR PLAN

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

				SHEET	XX
				DWG NO.	7-S-142
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

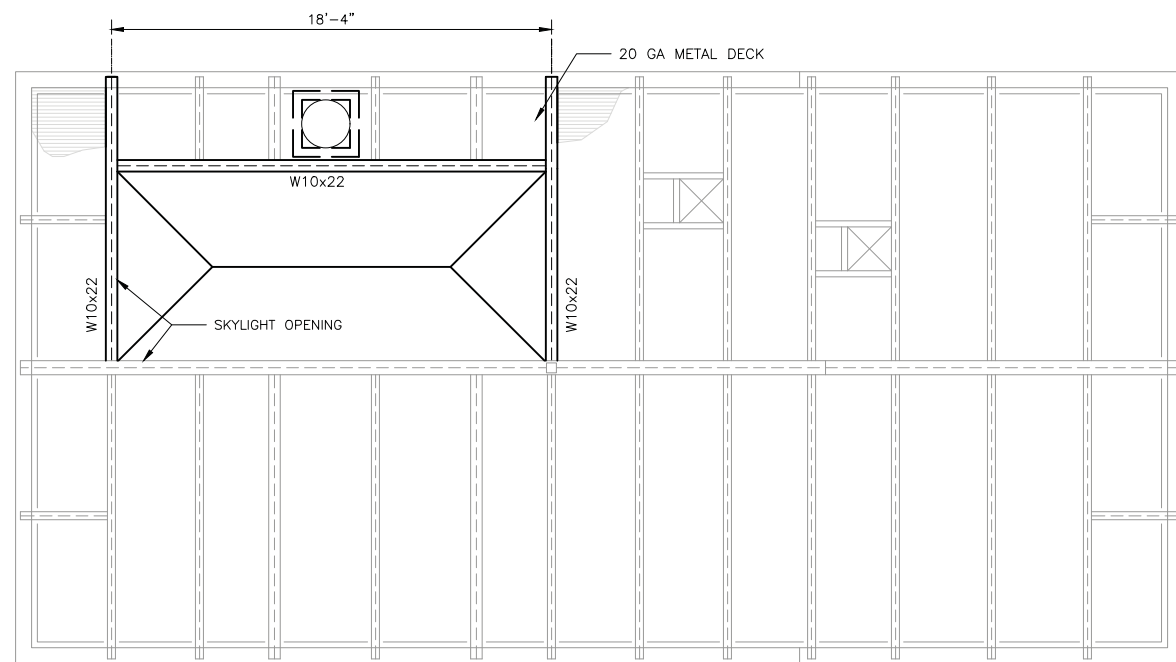


- LEGEND**
- DEMOLISH EXIST EPDM ROOF, INSULATION, AND METAL DECKING
 - DEMOLISH EXIST EPDM ROOF, INSULATION, METAL DECKING, AND STEEL BEAMS

NOTES:
1.



ROOF FRAMING DEMOLITION PLAN
1/4" = 1'-0"



ROOF FRAMING PLAN
1/4" = 1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION



Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

**HEADWORKS BUILDING
ROOF FRAMING PLAN**

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

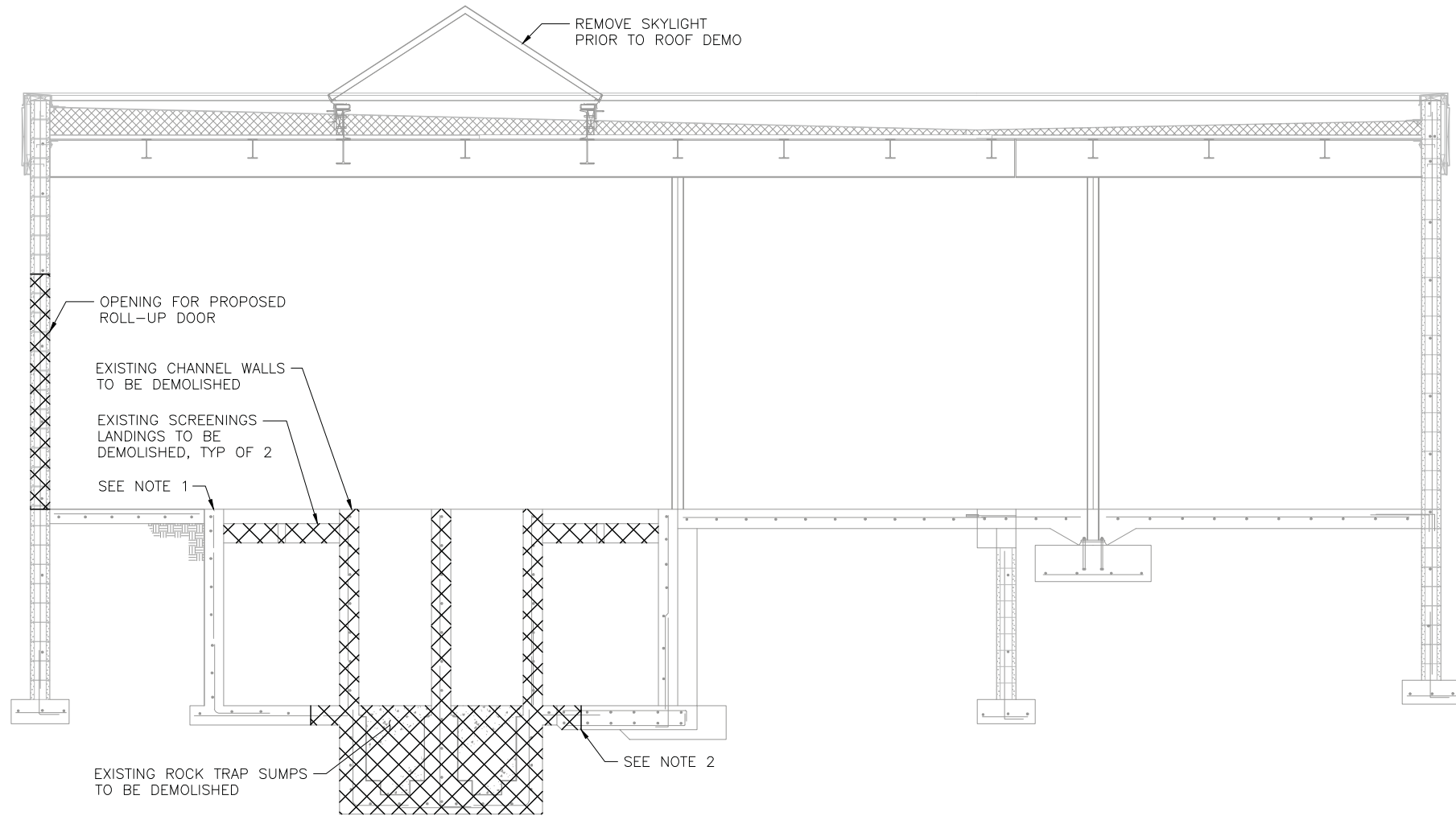
Designed By: -

Drawn By: -

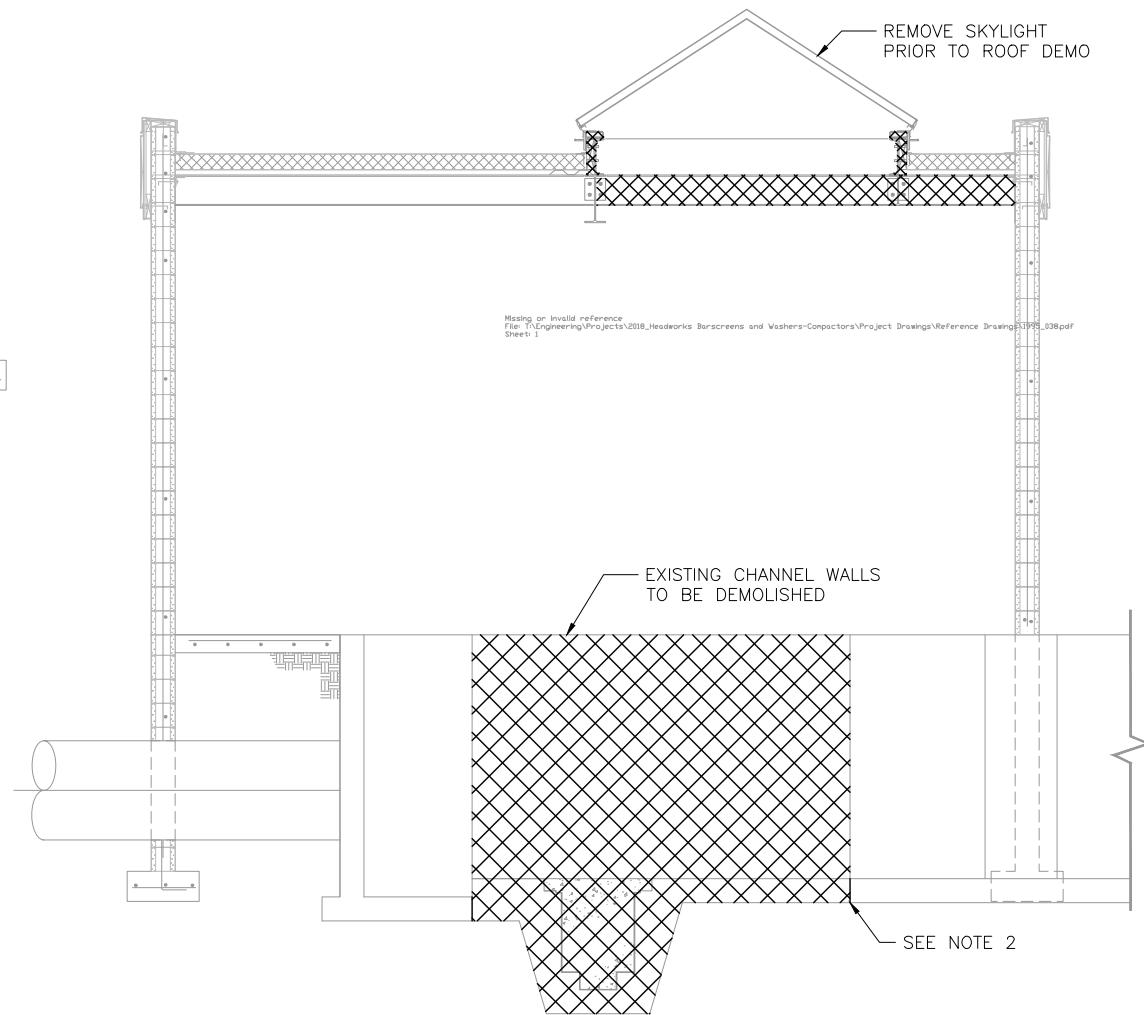
Checked By: -

Approved By: -

				SHEET	XX
				DWG NO.	7-S-151
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



DEMOLITION SECTION **A**
 $\frac{3}{8}'' = 1'-0''$ 7-S-141
 7-S-151



DEMOLITION SECTION **B**
 $\frac{3}{8}'' = 1'-0''$ 7-S-141
 7-S-151

NOTES:

1. CONTRACTOR IS TO PROTECT IN PLACE ALL EXISTING FACILITIES INCLUDING BUT NOT LIMITED TO WALLS, BEAMS, COLUMNS, WINDOWS, AND DOORS EXCEPT FOR THOSE SPECIFIED TO BE DEMOLISHED. CONTRACTOR SHALL CONFIRM ALL FACILITIES TO BE DEMOLISHED WITH ENGINEER PRIOR TO COMMENCING WORK.
2. SAWCUT THRU EXISTING CONCRETE SLAB AND LOCATIONS MARKED FOR DEMOLITION BETWEEN CONCRETE INTERFACES.

PRELIMINARY
NOT FOR CONSTRUCTION



Tahoe Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525

PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

**HEADWORKS BUILDING
 DEMOLITION SECTIONS**

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
 0 1"
 IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

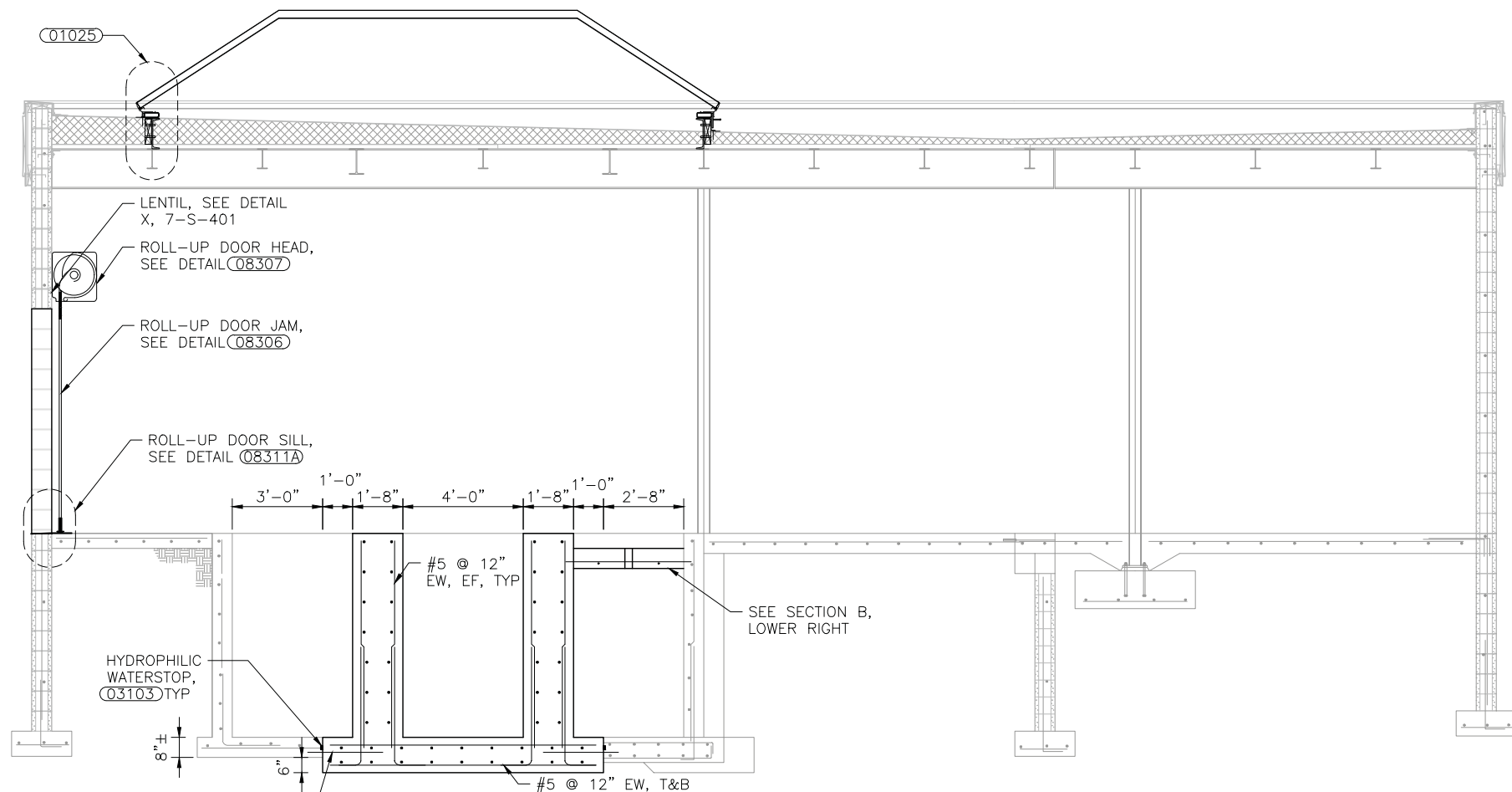
Designed By: -

Drawn By: -

Checked By: -

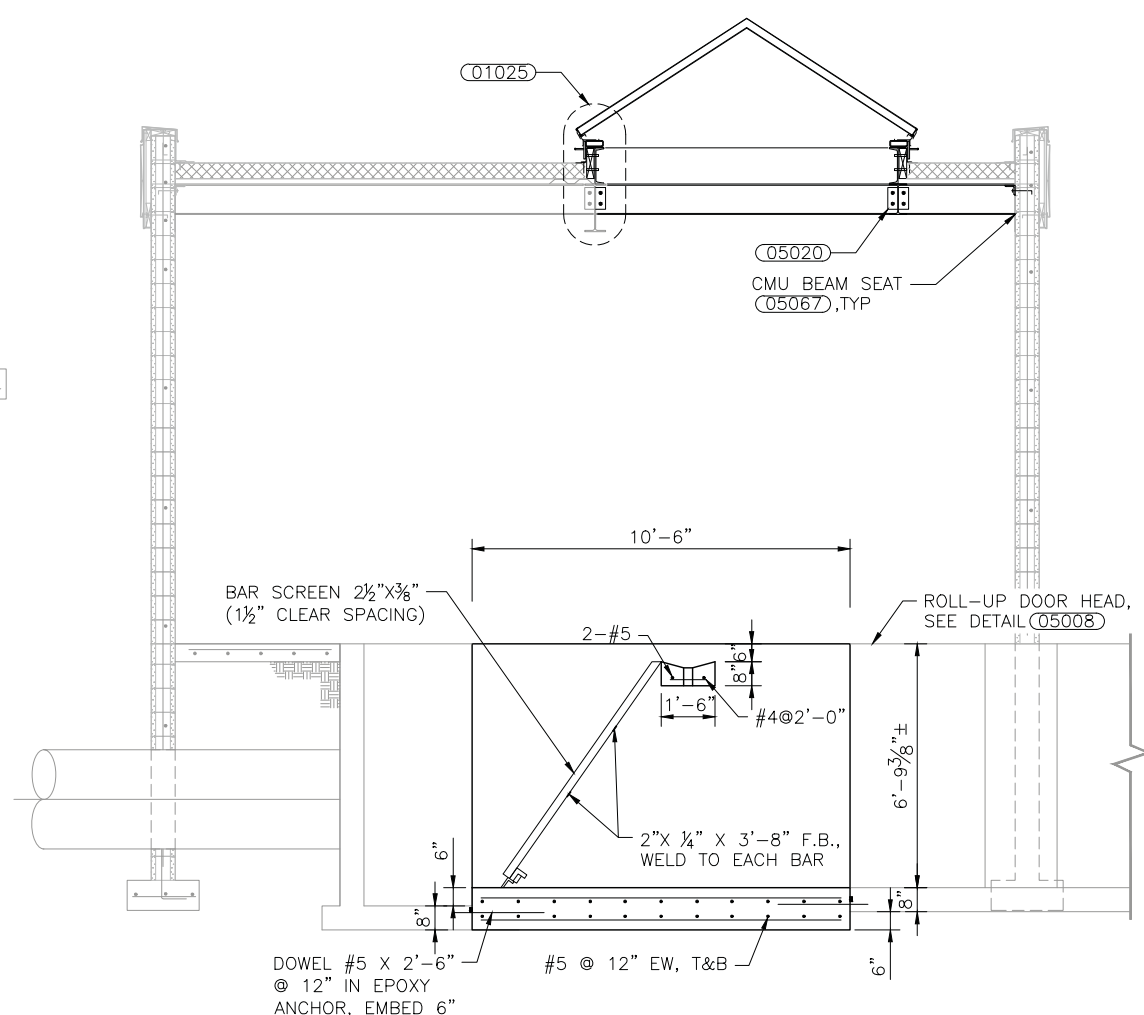
Approved By: -

				SHEET	XX
				DWG NO.	7-S-201
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



SECTION A
 3/8" = 1'-0"
 7-S-142
 7-S-151

NOTES:
 1.



SECTION B
 3/8" = 1'-0"
 7-S-142
 7-S-151

PRELIMINARY
NOT FOR CONSTRUCTION



PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING SECTIONS

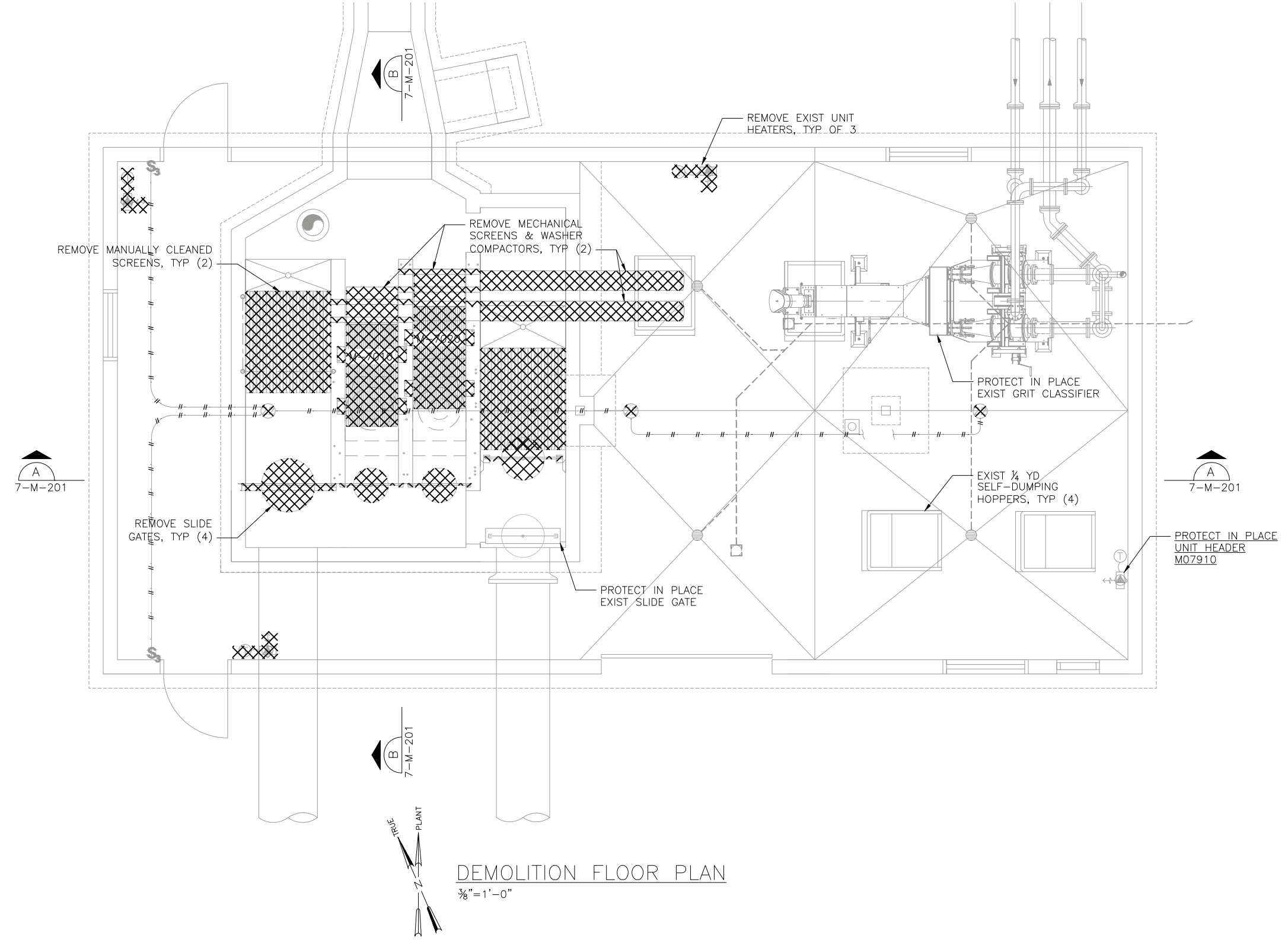
VERIFY SCALE
 BAR IS ONE INCH ON ORIGINAL DRAWING
 0 1"
 IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

SYM	REVISIONS	DATE	BY

SHEET	XX
DWG NO.	7-S-202
DATE	X/XX/XX
PROJ NO.	XXXX

NOTES:
1.



DEMOLITION FLOOR PLAN
3/8"=1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION

TSA Tahoe - Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525



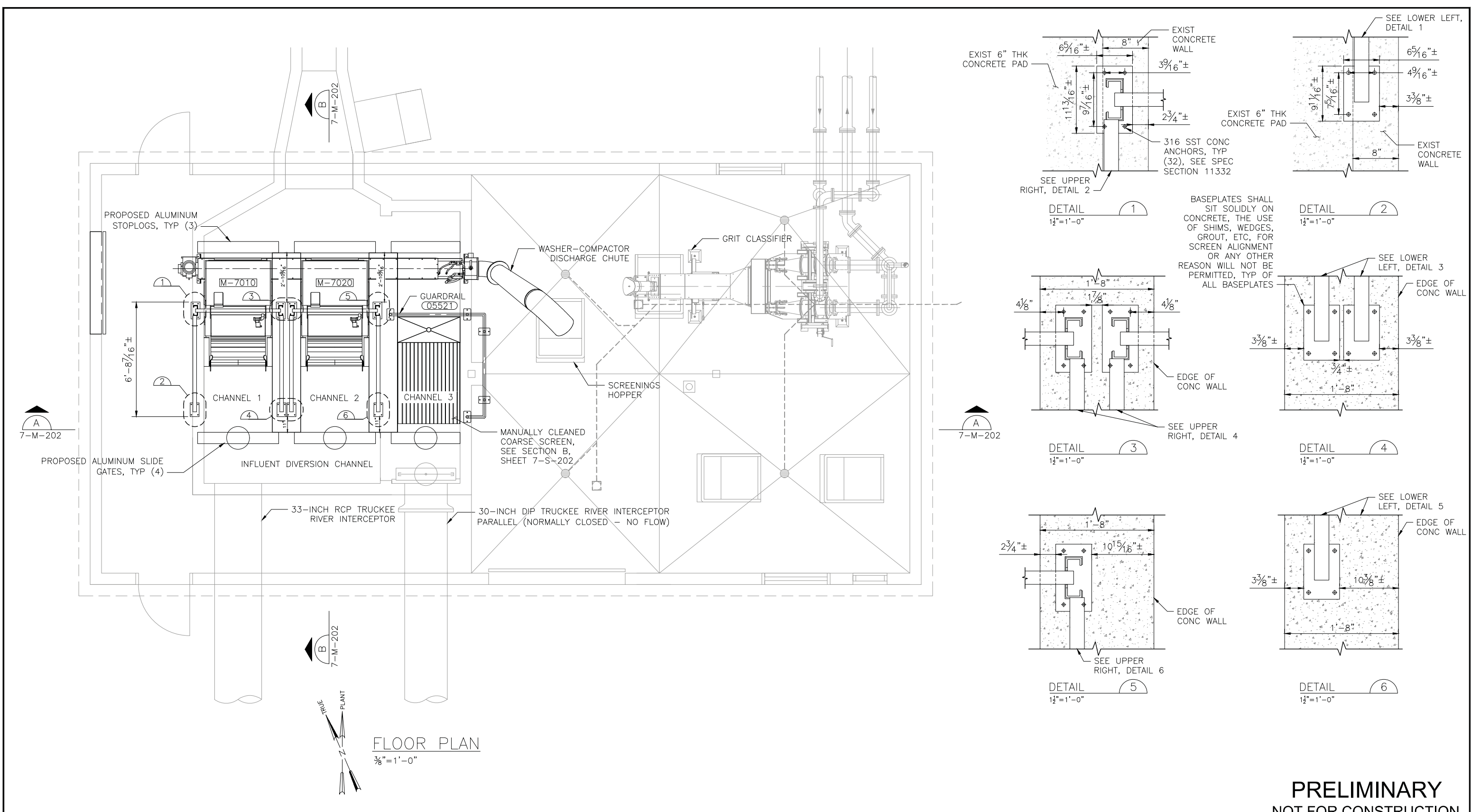
2020 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
DEMOLITION FLOOR PLAN

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

				SHEET	XX
				DWG NO.	7-M-141
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



FLOOR PLAN
3/8" = 1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION



Tahoe - Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525



PRELIMINARY

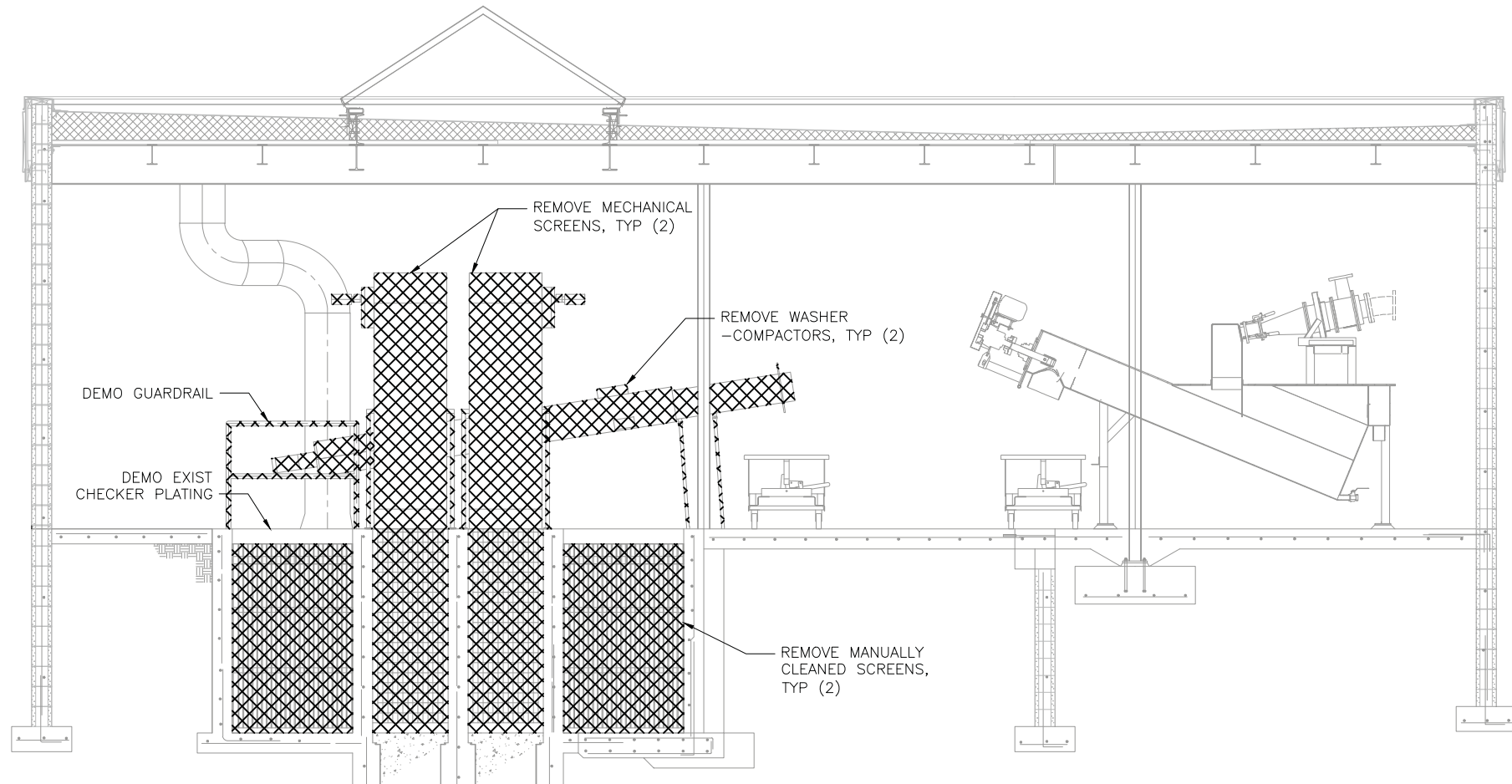
2020 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
DEMOLITION FLOOR PLAN

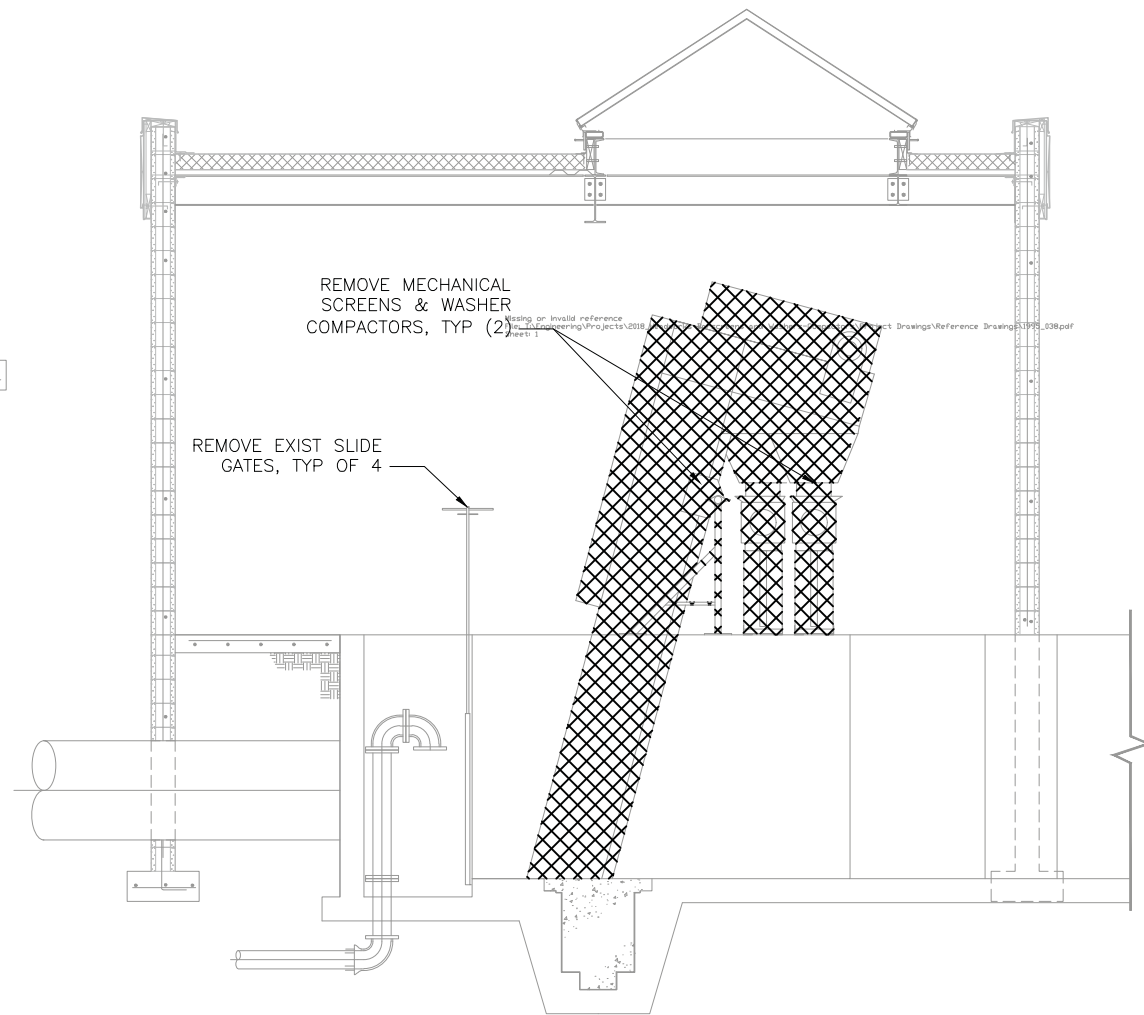
VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

				SHEET	XX
				DWG NO.	7-M-142
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



DEMOLITION SECTION A
 $\frac{3}{8}'' = 1'-0''$ 7-M-141



DEMOLITION SECTION B
 $\frac{3}{8}'' = 1'-0''$ 7-M-141

PRELIMINARY
NOT FOR CONSTRUCTION



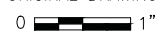
Tahoe - Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525



2020 HEADWORKS IMPROVEMENTS PROJECT

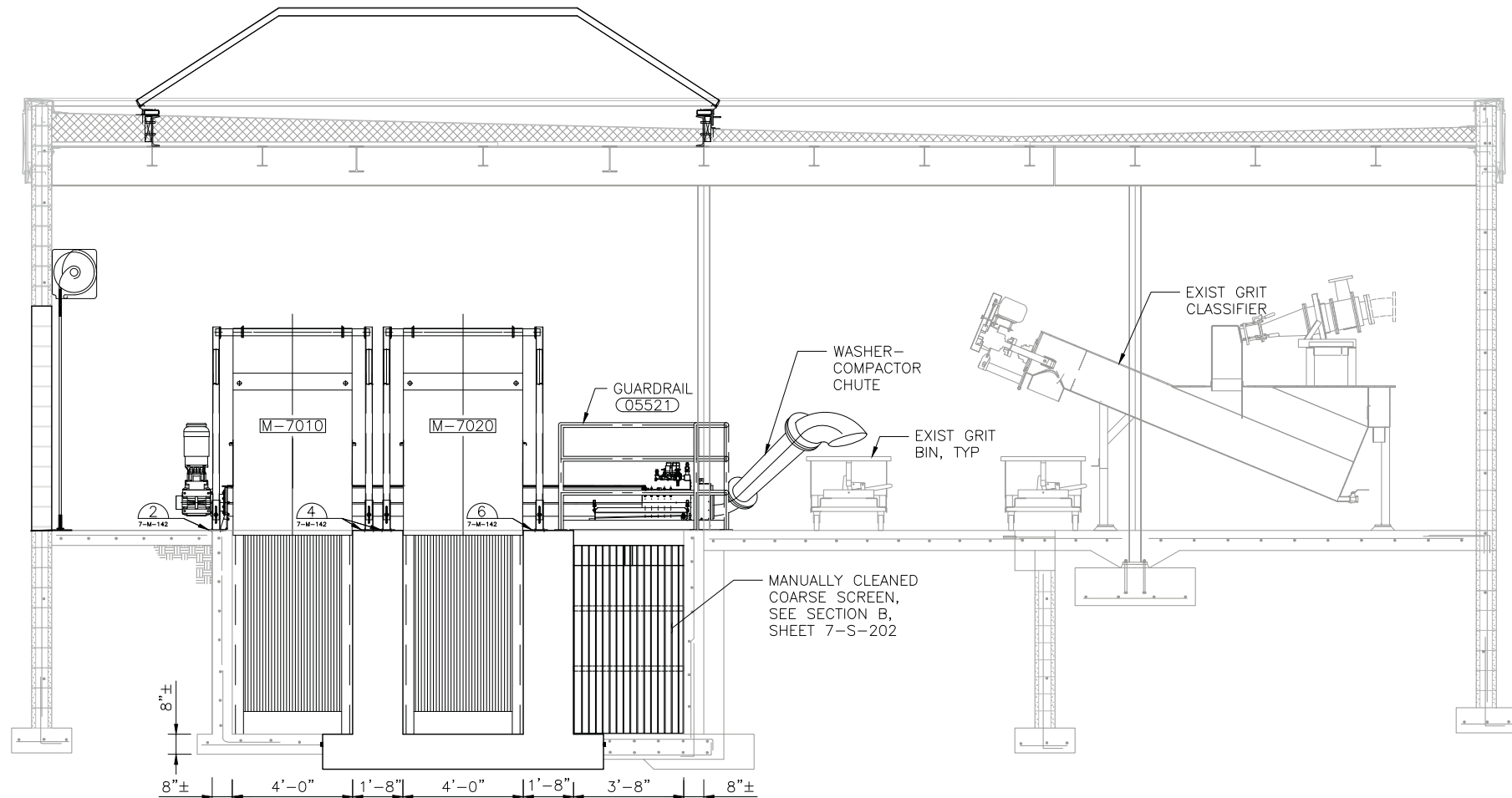
**HEADWORKS BUILDING
 DEMOLITION SECTIONS**

VERIFY SCALE

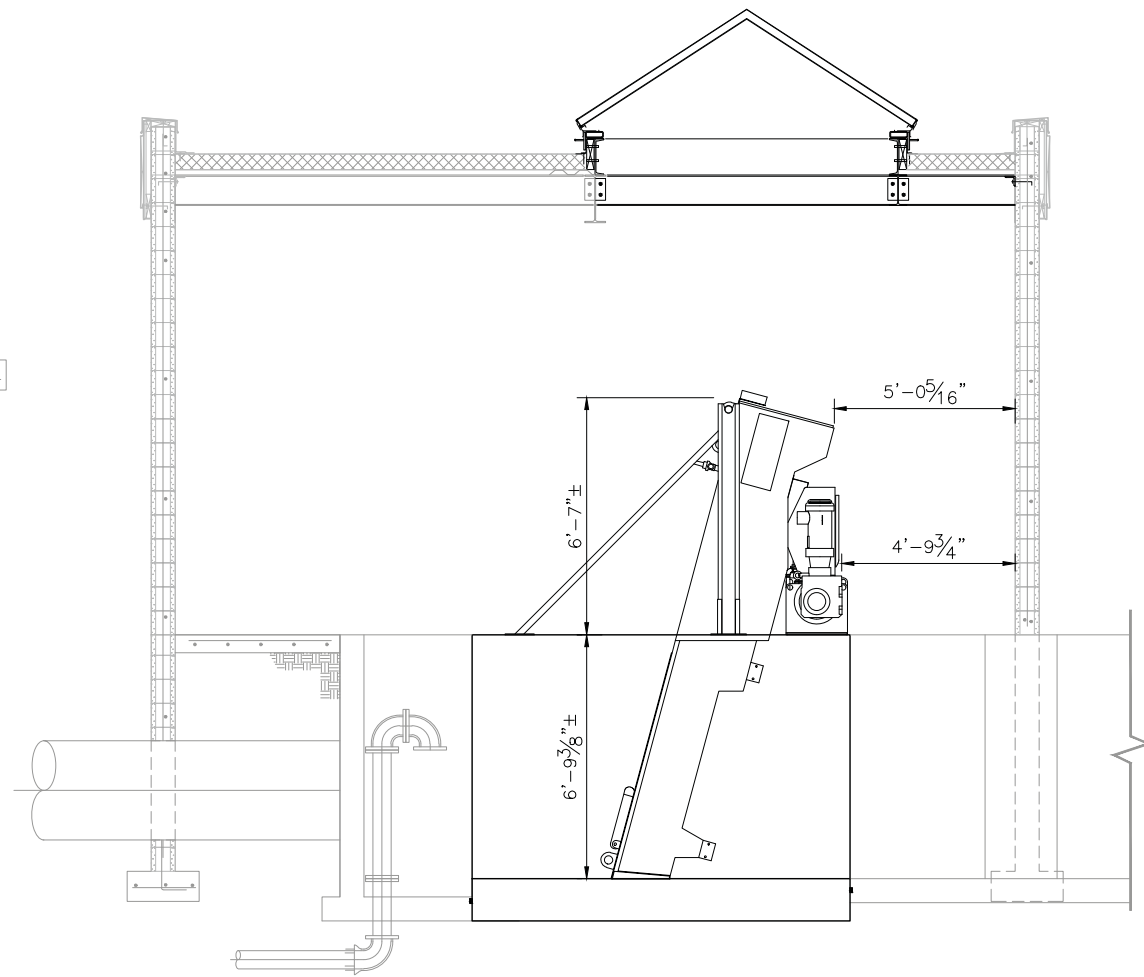
BAR IS ONE INCH ON ORIGINAL DRAWING
 0  1"
 IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC
Drawn By: SF
Checked By: JP
Approved By: LG

				SHEET	XX
				DWG NO.	7-M-201
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



SECTION A
 $\frac{3}{8}'' = 1'-0''$ 7-M-142



SECTION B
 $\frac{3}{8}'' = 1'-0''$ 7-M-142

PRELIMINARY
 NOT FOR CONSTRUCTION



Tahoe - Truckee Sanitation Agency
 13720 Butterfield Drive
 Truckee, California 96161
 (530) 587-2525



2020 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
 SECTIONS

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING

0 1"

IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: AC

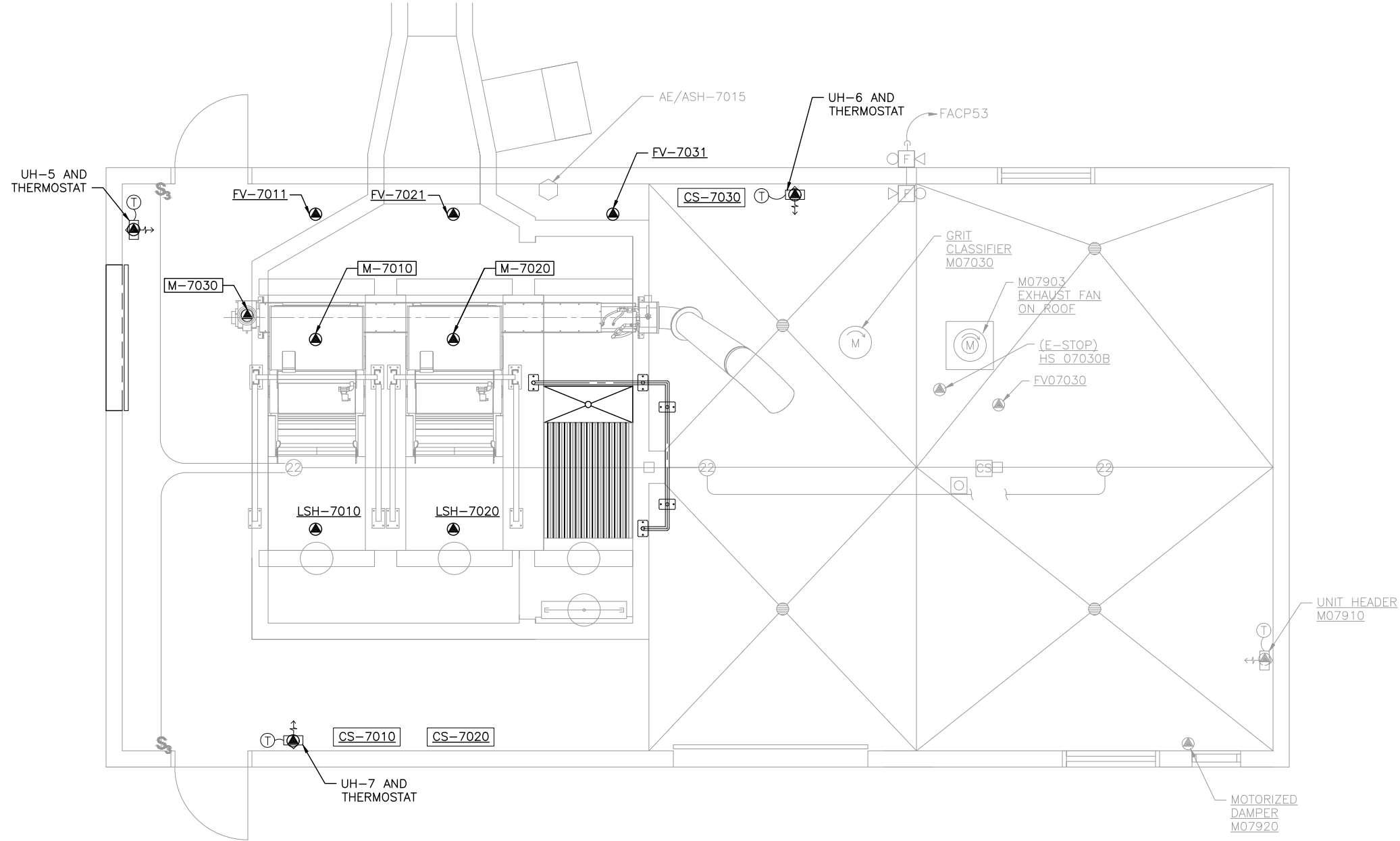
Drawn By: SF

Checked By: JP

Approved By: LG

				SHEET	XX
				DWG NO.	7-M-202
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

NOTES:
1.



POWER PLAN
3/8" = 1'-0"

PRELIMINARY
NOT FOR CONSTRUCTION



Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

HEADWORKS BUILDING
EXISTING POWER PLAN

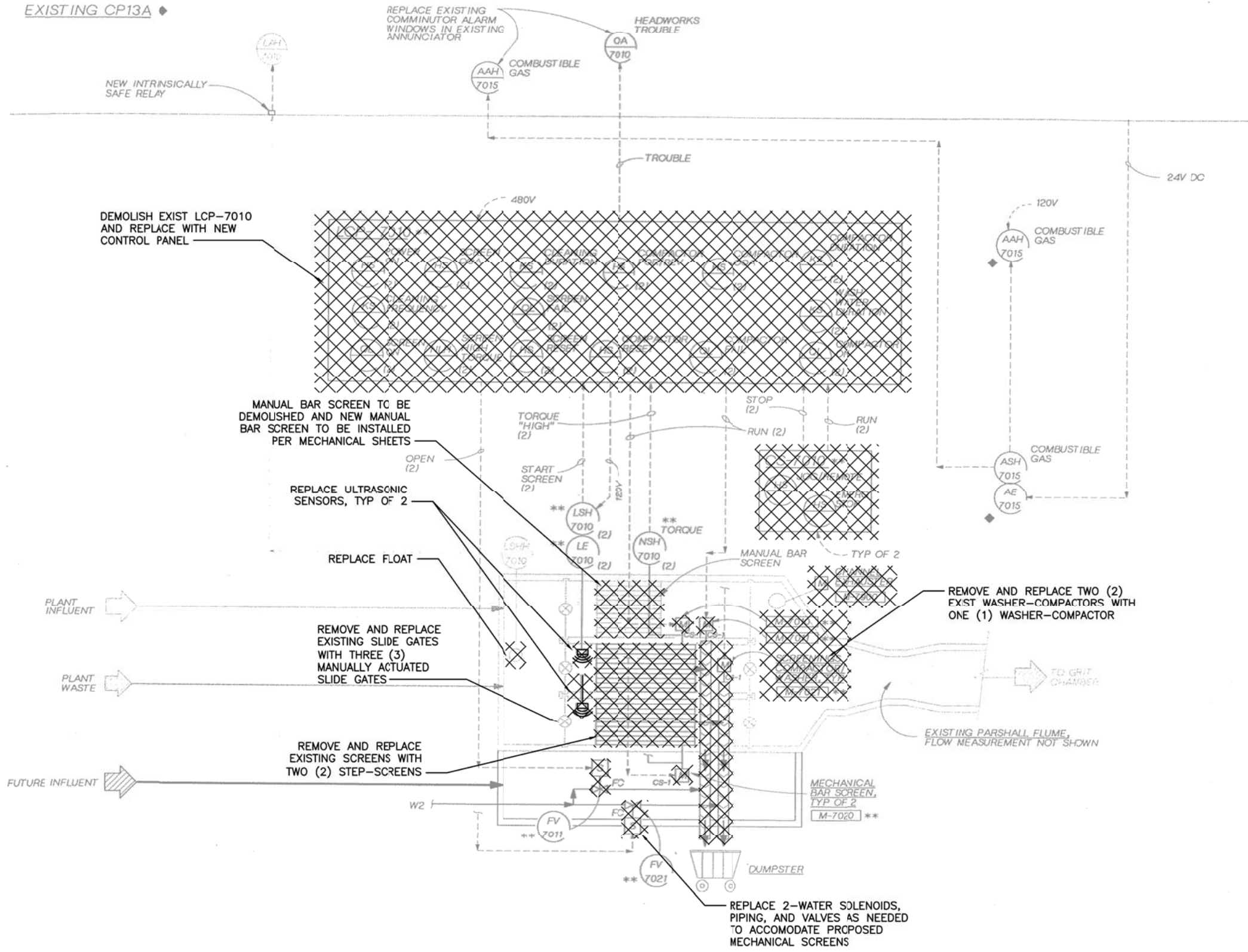
VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

				SHEET	XX
				DWG NO.	7-E-141
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

EXISTING CP13A

NOTES:
1.



DEMOLISH EXIST LCP-7010 AND REPLACE WITH NEW CONTROL PANEL

MANUAL BAR SCREEN TO BE DEMOLISHED AND NEW MANUAL BAR SCREEN TO BE INSTALLED PER MECHANICAL SHEETS

REPLACE ULTRASONIC SENSORS, TYP OF 2

REPLACE FLOAT

REMOVE AND REPLACE EXISTING SLIDE GATES WITH THREE (3) MANUALLY ACTUATED SLIDE GATES

REMOVE AND REPLACE EXISTING SCREENS WITH TWO (2) STEP-SCREENS

REMOVE AND REPLACE TWO (2) EXST WASHER-COMPACTORS WITH ONE (1) WASHER-COMPACTOR

REPLACE 2-WATER SOLENOIDS, PIPING, AND VALVES AS NEEDED TO ACCOMODATE PROPOSED MECHANICAL SCREENS

PRELIMINARY
NOT FOR CONSTRUCTION



PRELIMINARY

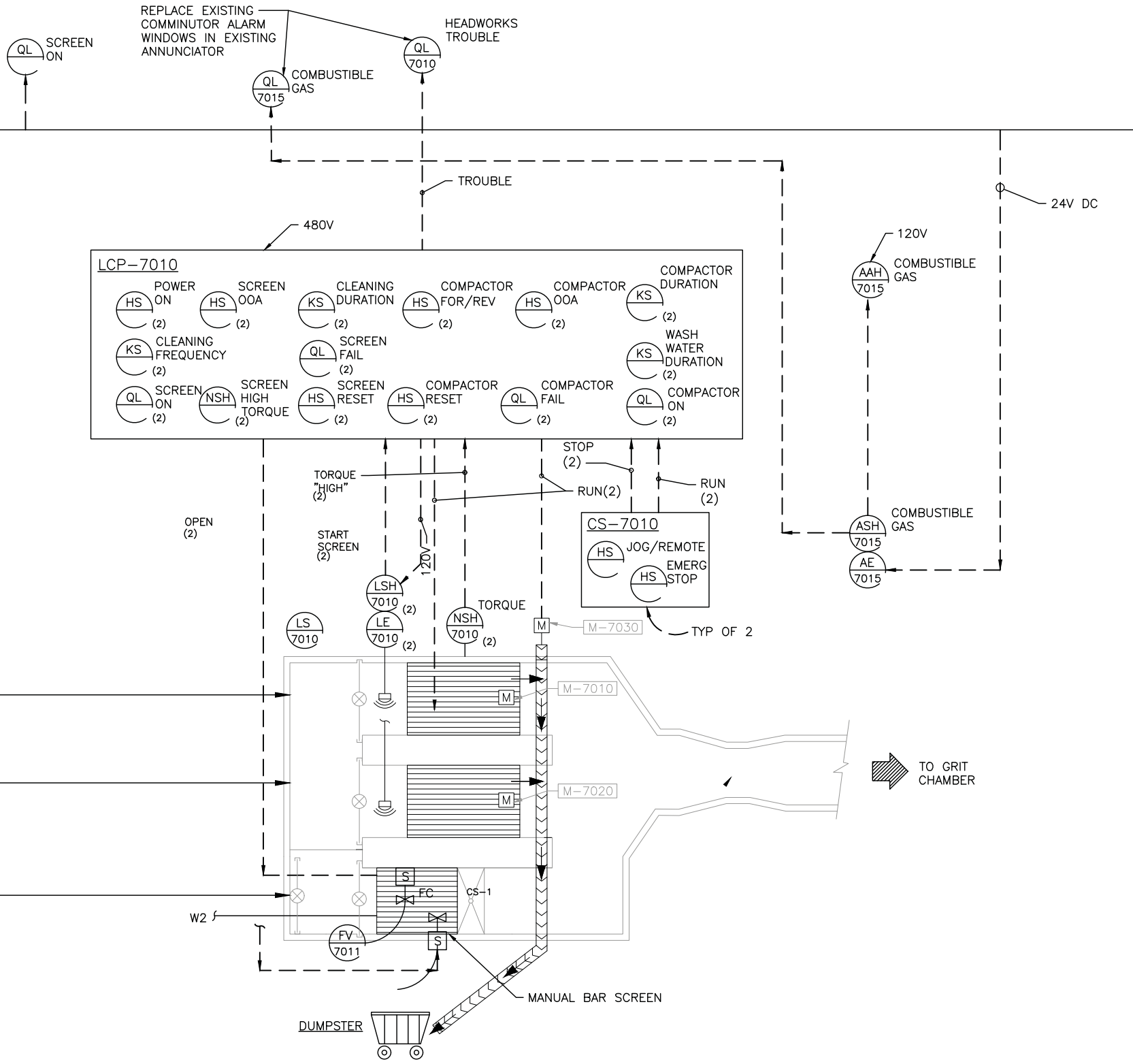
2019 WATER RECLAMATION PLANT IMPROVEMENTS

HEADWORKS
P & ID DEMOLITION PLAN

VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

				SHEET	XX
				DWG NO.	7-1-141
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



NOTES:
1.

PRELIMINARY
NOT FOR CONSTRUCTION

TSA
Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

PRELIMINARY

2019 WATER RECLAMATION PLANT IMPROVEMENTS

**HEADWORKS
P & ID**

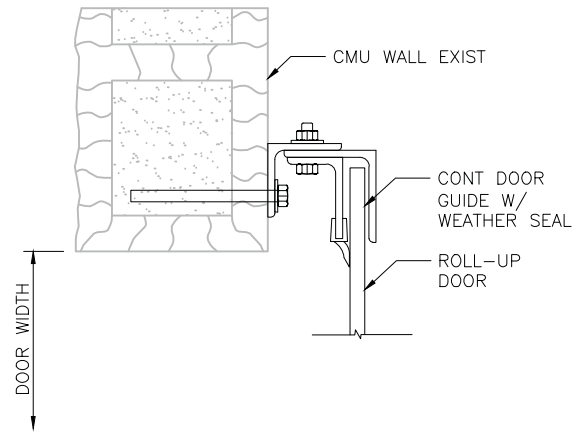
VERIFY SCALE
BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

Designed By: -
Drawn By: -
Checked By: -
Approved By: -

				SHEET	XX
				DWG NO.	7-I-142
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		

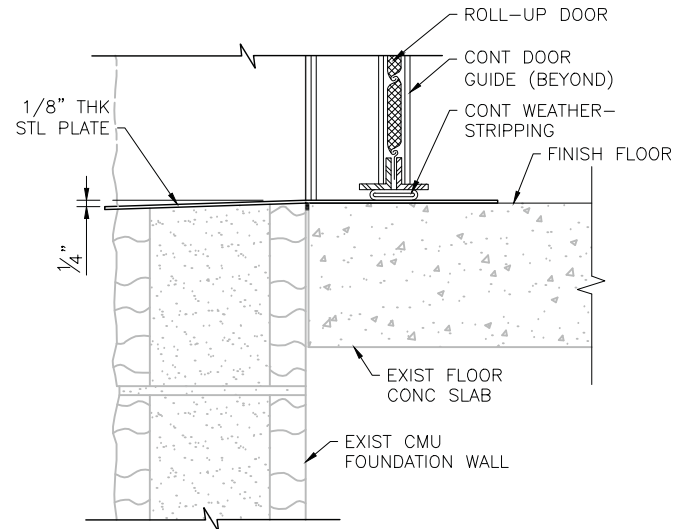
XXXXXX XXXXXX
NTS

XXXXX



ROLLUP DOOR JAMB
NTS

08306

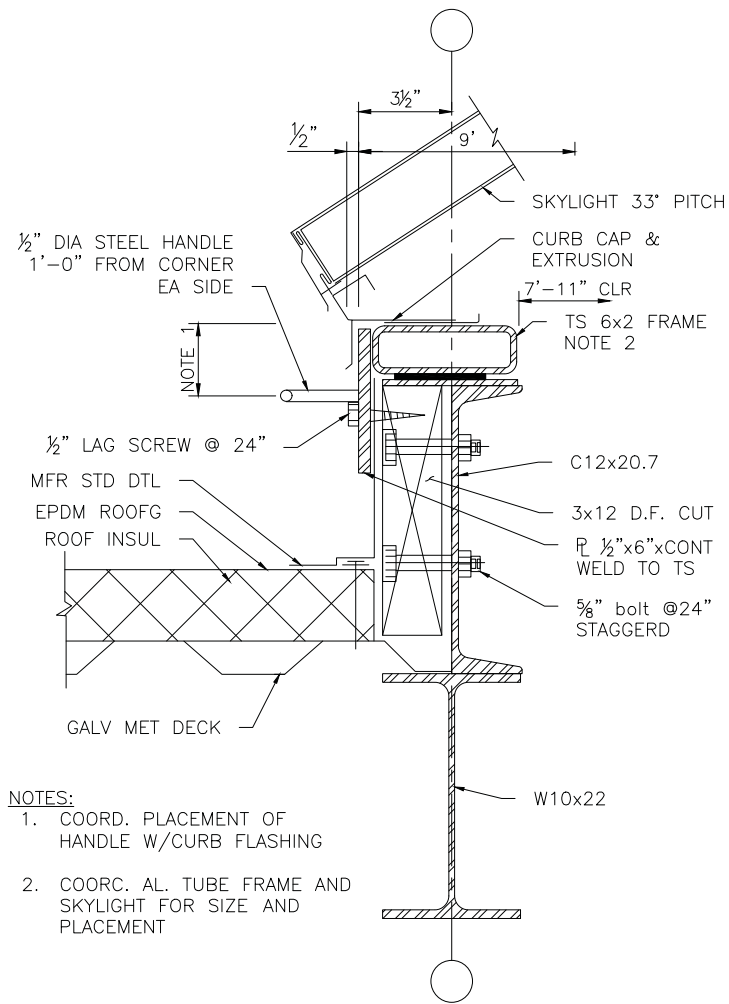


ROLLUP DOOR SILL
NTS

08311A

XXXXXX XXXXXX
NTS

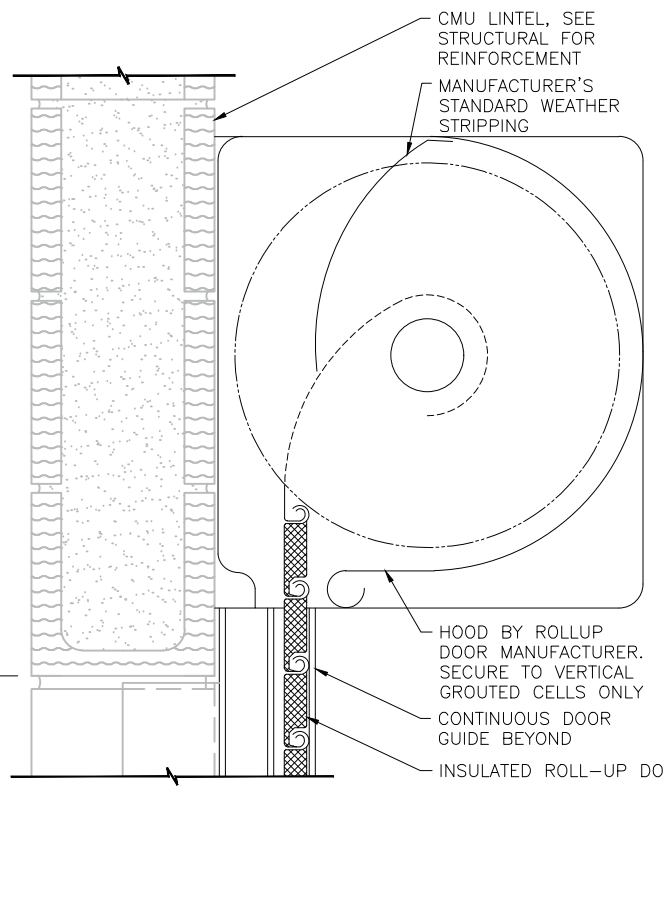
XXXXX



SKYLIGHT CONNECTION DETAIL
3"=1'-0"

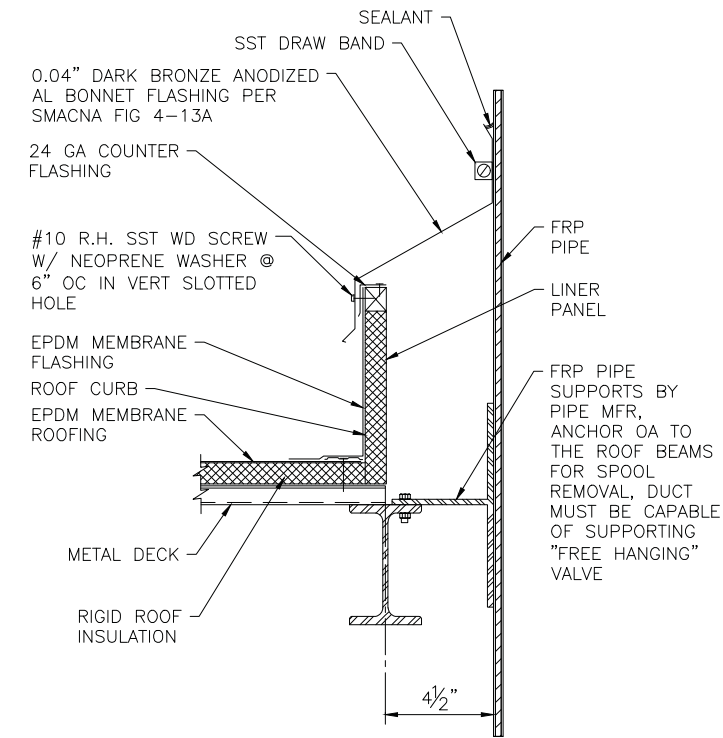
01025

- NOTES:
- COORD. PLACEMENT OF HANDLE W/CURB FLASHING
 - COORD. AL. TUBE FRAME AND SKYLIGHT FOR SIZE AND PLACEMENT



ROLLUP DOOR HEAD
NTS

08307



OA VENT PENETRATION
NTS

07739

PRELIMINARY
NOT FOR CONSTRUCTION



Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

ARCHITECTURAL DETAILS

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

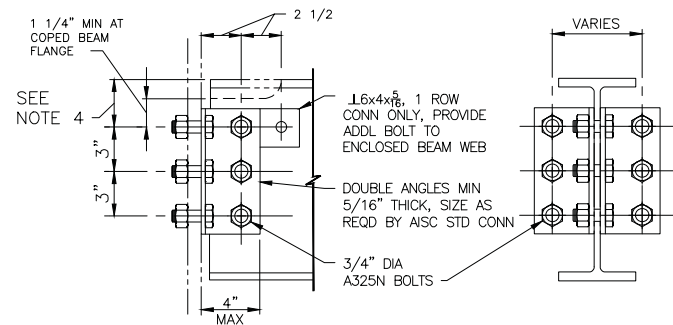
Designed By: -

Drawn By: -

Checked By: -

Approved By: -

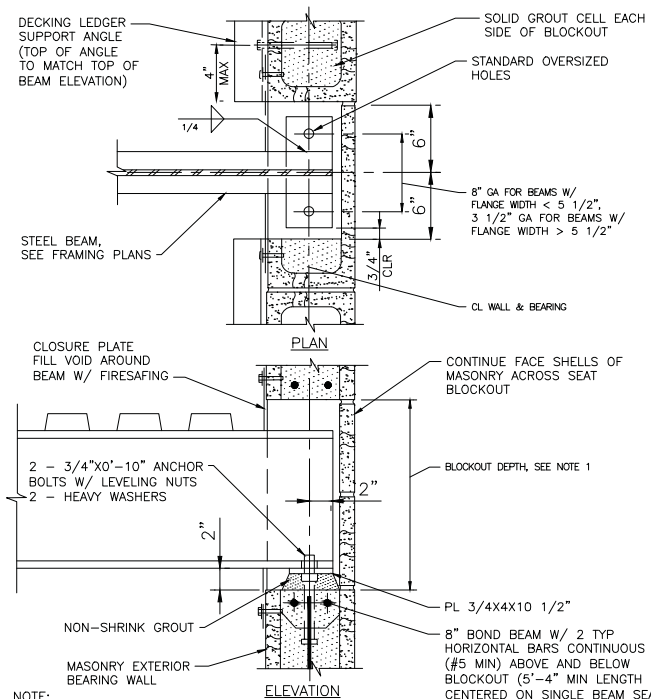
				SHEET	XX
				DWG NO.	7-A-401
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



NOMINAL BEAM DEPTH, INCHES	ROWS OF BOLTS	LENGTH (3) OF ANGLE
36	7	1'- 8 1/2"
30-33	6	1'- 5 1/2"
24-27	5	1'- 2 1/2"
16-21	4	11 1/2"
12-15	3	8 1/2"
8-10	2	5 1/2"
6	1	3"
4	1	2 1/2"

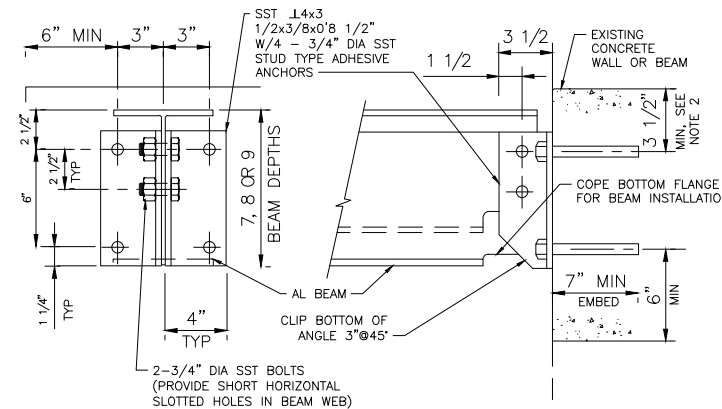
- NOTES:
- NUMBER OF ROWS IS EQUAL TO NUMBER OF BOLTS TO ENCLOSED WEB.
 - ALL FRAMING CONNECTIONS SHALL CONFORM TO SCHEDULE UNLESS DETAILED OTHERWISE ON FRAMING PLANS.
 - ADD 1 1/2" TO ANGLE LENGTH FOR STAGGERED BOLT CONNECTIONS.
 - 3" DIMENSION TYP EXCEPT AS RECOMMENDED BY AISC FOR LARGER MEMBERS.

TYPICAL BEAM FRAMING CONNECTION - STEEL 05020 NTS



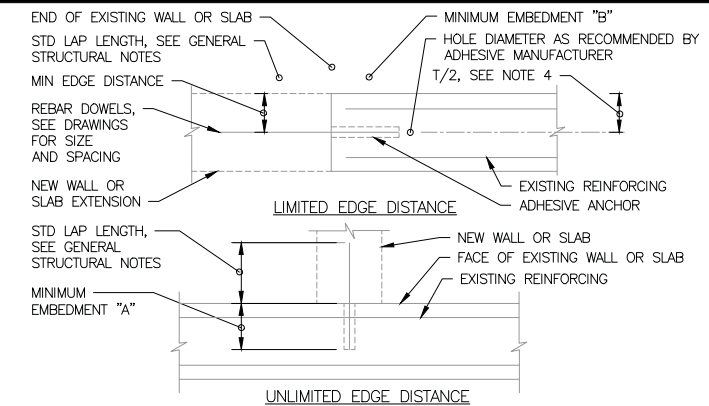
- NOTE:
- PROVIDE BLOCKOUT DEPTH AS REQUIRED FOR SETTING BEAMS, (BEAM DEPTH + 6") MIN, OR SET BEAMS BEFORE COMPLETING WALL ABOVE.

BEAM SEAT / EXTERIOR WALL NTS



- NOTES:
- 2 1/2" DIMENSION TYPICAL EXCEPT 2" FOR 4" BEAMS.
 - DO NOT CUT EXISTING CONCRETE BEAM TOP REINFORCING DURING DRILL-IN ANCHOR INSTALLATION. FIELD LOCATE BEAM REINFORCING PRIOR TO FABRICATION. ADD LENGTH TO CLIP ANGLES AS REQUIRED TO LOWER ANCHORS TO CLEAR REINFORCING WHILE MAINTAINING SPACING AND EDGE DISTANCE AS SHOWN.

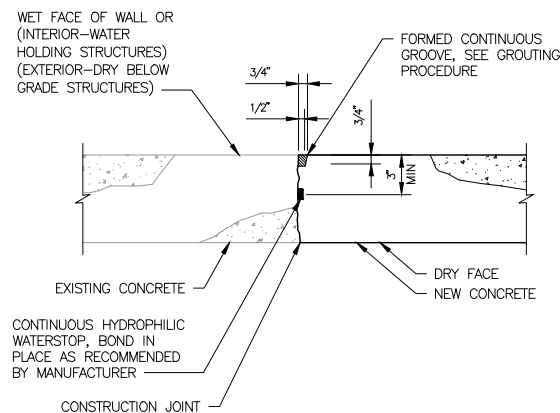
BEAM / WALL CONNECTION - ALUMINUM NTS



DOWEL SIZE	MINIMUM EDGE DIST	MINIMUM EMBEDMENT A	MINIMUM EMBEDMENT B
#3	2 1/2"	5"	8"
#4	3 1/2"	7"	11"
#5	4"	8"	13"
#6	5"	10 1/2"	16"
#7	6"	12 1/2"	20"
#8	7"	14"	22"
#9	7 1/2"	15"	24"

- NOTES:
- CONFORM TO THE REQUIREMENTS OF SPECIFICATION SECTION 03215, DOWELING FOR CONCRETE.
 - FOLLOW ADHESIVE MANUFACTURER'S INSTRUCTIONS FOR INSTALLATION.
 - USE MINIMUM EMBEDMENTS SHOWN, EXCEPT USE MANUFACTURER'S MINIMUM RECOMMENDED EMBEDMENT IF GREATER.
 - LOCATE DOWELS CENTERED IN WALL OR SLAB UNLESS OTHERWISE NOTED ON DRAWINGS. WHERE 2 ROWS OF DOWELS INDICATED, STAGGER SPACING & LOCATE ALTERNATING DOWELS AT MINIMUM EDGE DISTANCE FROM OPPOSITE FACES.

DRILL-IN DOWELS NTS 03265

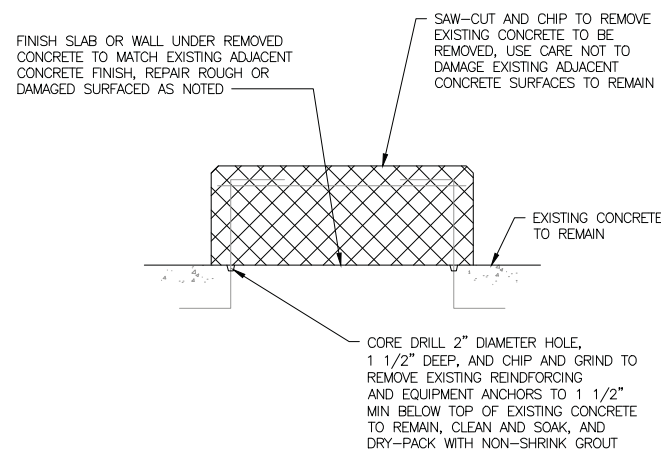


- NOTE:
- FOR USE IN NON-MOVING CONSTRUCTION JOINTS AND ONLY WHERE SPECIFICALLY INDICATED ON PLANS.

GROUTING PROCEDURE:

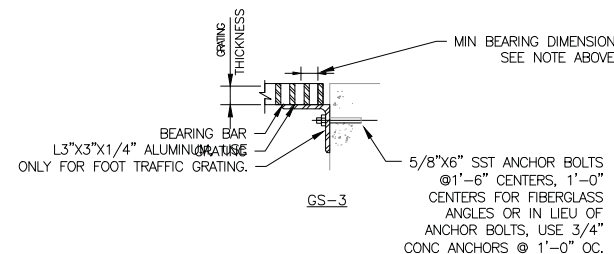
- WAIT UNTIL NEW CONCRETE MINIMUM 28 DAYS OLD PRIOR TO GROUTING GROOVE.
- ROUGHEN AND CLEAN SURFACES OF GROOVE WITH POWER WIRE BRUSH OR SANDBLASTING.
- SATURATE AREA FOR 24 HOURS PRIOR TO GROUTING.
- DRY PACK WITH TYPE II NON-SHRINK GROUT.
- USE STEEL HAMMER AND STEEL TOOL TO DENSELY PACK GROUT INTO GROOVE.
- WATER CURE GROUT FOR 4 DAYS MINIMUM.

HYDROPHILIC/GROOVE WATERSTOP NTS 03103

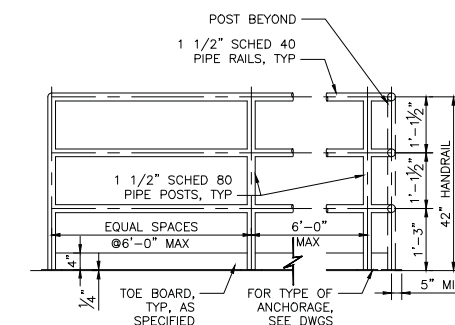
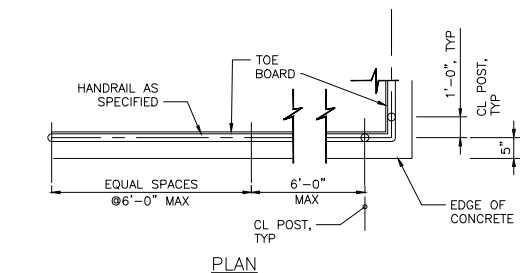


- NOTES:
- REMOVE CONCRETE OUT TO SOUND CONCRETE.
 - IF CHIPPING INTO THE SURFACE OF THE EXISTING SLAB OR WALL TO REMAIN IS REQUIRED, MAKE EDGES PERPENDICULAR TO THE SURFACE. DO NOT FEATHER EDGES. FILL DEFECTIVE AREA WITH NON-SHRINK GROUT OR AN APPROVED PREPACKAGED PATCHING MATERIAL TO MATCH APPEARANCES OF ADJACENT CONCRETE SURFACES.
 - USE APPROVED BONDING AGENT ON SURFACES TO BE PATCHED PRIOR TO PLACING NON-SHRINK GROUT.
 - DEMONSTRATE METHODS FOR REPAIR USING ACTUAL MATERIALS, METHODS, AND BONDING AGENT MANUFACTURER AND NON-SHRINK GROUT MANUFACTURER ON TECHNIQUES.

CONCRETE DEMOLITION NTS 03273



STANDARD ALUMINUM GRATING NTS 05008



THREE-RAIL GUARDRAIL NTS PRELIMINARY NOT FOR CONSTRUCTION



PRELIMINARY

2019 HEADWORKS IMPROVEMENTS PROJECT

STRUCTURAL DETAILS

VERIFY SCALE

BAR IS ONE INCH ON ORIGINAL DRAWING
0 1"
IF NOT ONE INCH ON THIS SHEET, ADJUST SCALES ACCORDINGLY

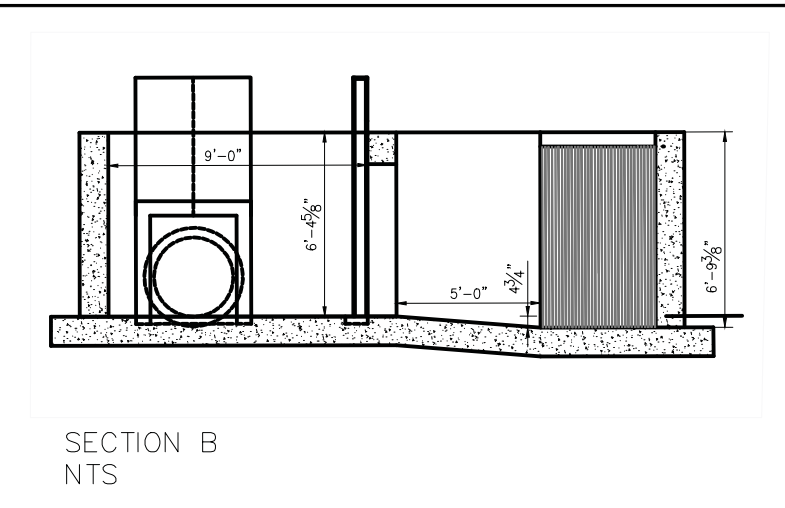
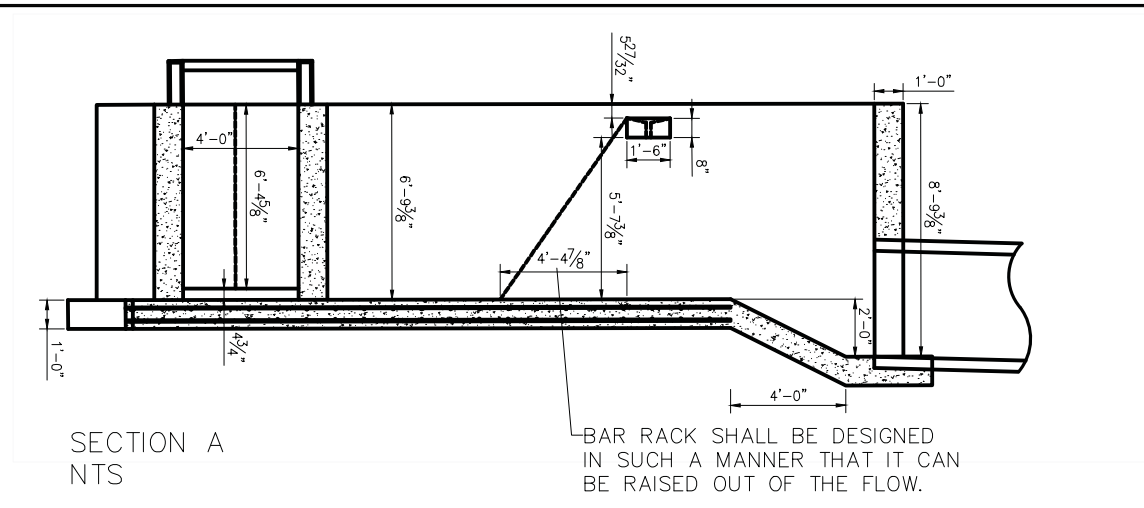
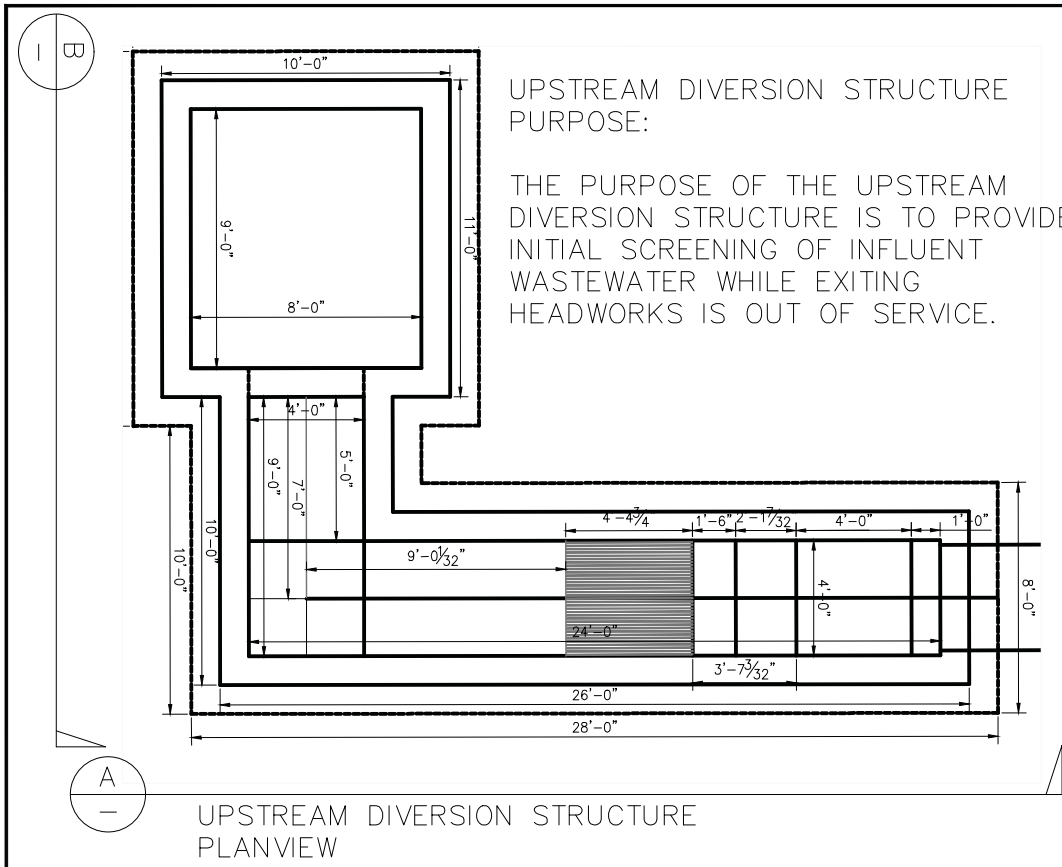
Designed By: -

Drawn By: -

Checked By: -

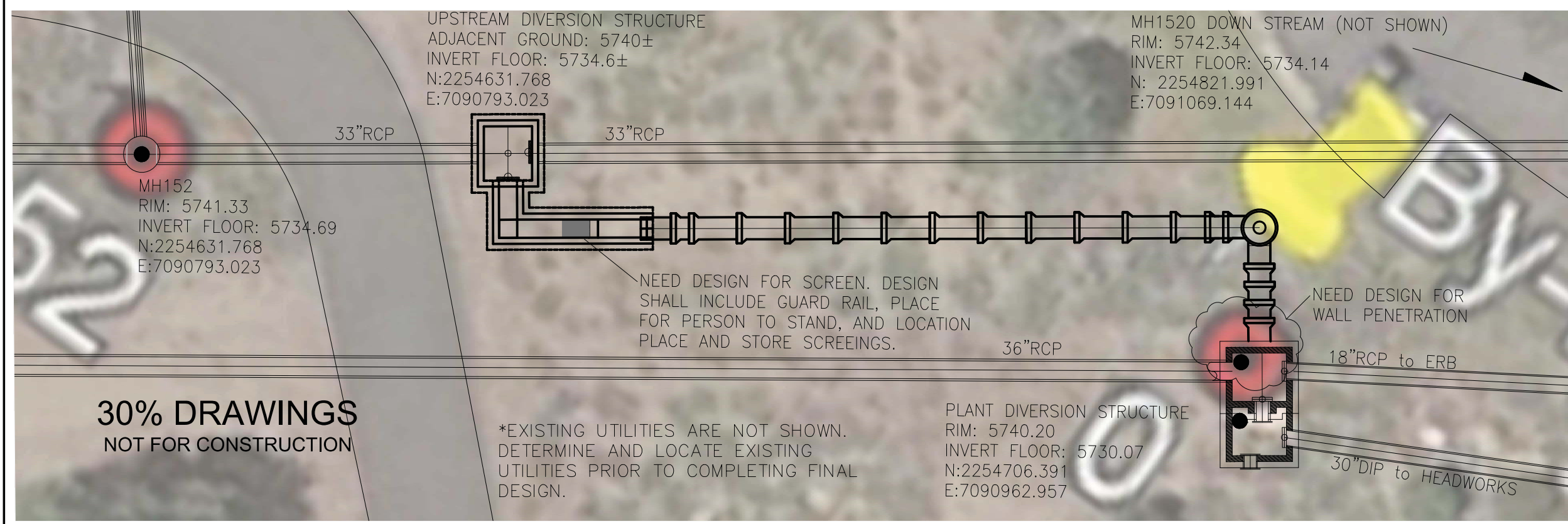
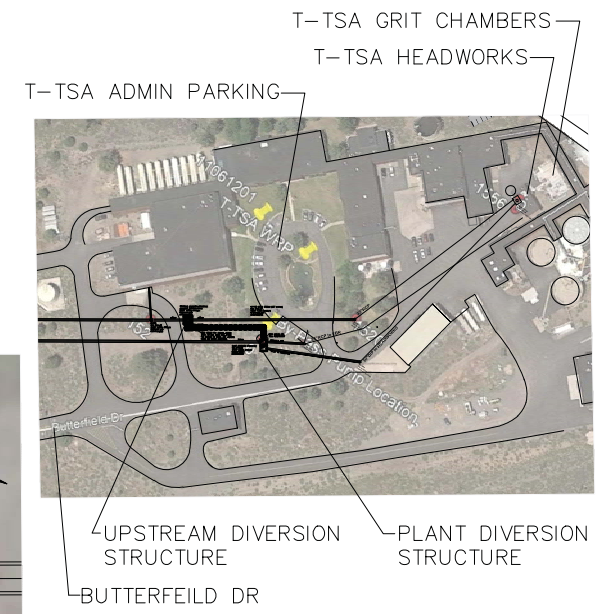
Approved By: -

				SHEET	XX
				DWG NO.	7-S-401
				DATE	X/XX/XX
				PROJ NO.	XXXX
SYM	REVISIONS	DATE	BY		



UPSTREAM DIVERSION STRUCTURE NOTES:
DIMENSIONS SHOWN ON UPSTREAM DIVERSION STRUCTURE ARE APPROXIMATE. DIMENSION MAY NEED TO REVISED BASED ON A COMPLETE HYDRAULIC AND STRUCTURAL ANALYSIS.

ELEVATION NOTES:
LOCATION AND ELEVATIONS FOR EXISTING T-TSA STRUCTURES WERE DERIVED FROM THE SURVEY COMPLETED BY ANDREGG GEOMATICS IN 2013. WHEN REQUESTING THIS DATA PLEASE REFERENCE THE "ANDREGG SURVEY" COMPLETE IN 2013.



BYPASS PUMPING NOTE:
A FORMAL BYPASS PUMPING PLAN HAS NOT BEEN DEVELOPED. THE CURRENT IDEA IS TO PUMP FROM THE "PLANT DIVERSION STRUCTURE" AND DISCHARGE TO A VAULT LOCATED JUST DOWNSTREAM OF THE EXISTING HEADWORKS STRUCTURE AND BEFORE THE GRIT CHAMBER. THE GRIT CHAMBER AND RELATED FACILITIES IN HEADWORKS SHALL REMAIN OPERATIONAL DURING CONSTRUCTION.

**30% DRAWINGS
NOT FOR CONSTRUCTION**

Tahoe Truckee Sanitation Agency
13720 Butterfield Drive
Truckee, California 96161
(530) 587-2525

**2019 WATER RECLAMATION PLANT IMPROVEMENTS
FLOW DIVERSION STRUCTURE**

N.T.S.
Designed By: APC
Drawn By: APC
Checked By:
Approved By:

					SHEET
					DWG NO.
					DATE
					PROJ NO.
SYM	REVISIONS	DATE	BY		

Attachment 2
Preliminary Index to Drawings

T-TSA Headworks Improvement Project

Preliminary Sheet Index

Count	Facility Code	Discipline	Sheet Type	Drawing Title
1	General	Civil/Yard Piping	General	Title Sheet
2	General	Civil/Yard Piping	General	Sheet Index
3	General	Civil/Yard Piping	General	General Abbreviations
4	General	Civil/Yard Piping	General	Site Civil and Yard Piping Legend
5	General	Architecture	General	Architectural Legend
6	General	Structural	General	Structural Legend
7	General	Structural	General	Structural General Notes
8	General	Process Mechanical	General	Mechanical Legend
9	General	HVAC	General	HVAC Legend
10	General	Electrical	General	Electrical Legend
11	General	Instrumentation & Controls	General	Instrumentation and Control Legend
12	Site Civil	Civil/Yard Piping	Plan	Overall Facility Site Plan
13	Site Civil	Civil/Yard Piping	Plan	Site Civil Plan - South Area
14	Site Civil	Civil/Yard Piping	Plan	Site Civil Plan - North Area
15	Site Civil	Civil/Yard Piping	Section and Details	Site Civil Details
16	Yard Piping	Civil/Yard Piping	Plan	Yard Piping Plan - South Area
17	Yard Piping	Civil/Yard Piping	Section and Details	Yard Piping Section and Details
18	Yard Piping	Civil/Yard Piping	Plan	Bypass Piping Plan
19	Headworks	Structural	Demolition	Foundation Plan
20	Headworks	Process Mechanical	Demolition	Floor Plan
21	Headworks	Process Mechanical	Demolition	Roof Plan
22	Headworks	Electrical	Demolition	Sections and Details
23	Headworks	Architecture	Plan	Floor and Roof Plan
24	Headworks	Architecture	Elevations	Elevations and Sections
25	Headworks	Structural	Plan	Floor Plan
26	Headworks	Structural	Plan	Roof Plan
27	Headworks	Structural	Sections	Sections
28	Headworks	Structural	Section and Details	Sections and Details
29	Headworks	Process Mechanical	Plan	Floor Plan
30	Headworks	Process Mechanical	Section and Details	Sections and Details
31	Headworks	HVAC	Plan and Details	Floor Plan and Details
32	Headworks	Electrical	Plan	Floor Plan
33	Upstream Diversion	Structural	Plan and Sections	Plan and Sections
34	Plant Diversion	Structural	Plan and Sections	Modifications to Existing - Plan and Sections
35	Electrical	Electrical	Plan	Site Plan/ Electrical Room Plan
36	Electrical	Electrical	Schematics and Diagrams	One Line, and Panel Schedules
37	Electrical	Electrical	Schematics and Diagrams	Panel Schedules and Wiring Diagrams
38	P&ID	Instrumentation & Controls	P&ID Demolition	P&ID Demolition
39	P&ID	Instrumentation & Controls	P&ID	P&ID
40	Std Details	Structural	Details	Standard Details
41	Std Details	Process Mechanical	Details	Standard Details
42	Std Details	Electrical	Details	Standard Details

Attachment 3
Budgetary Estimate for Article 1 Services

T-TSA Headworks Improvement Project

CH2M HILL Task Order No. 32

Task Description	Hours	Labor	Non-Labor	Total	Bill Misslin	Rod Jackson	Joel Rife	Mark Randall	Dan O'Leary	Brad Memeo	Kurt Vollmers	Geoff Kirsten	Mark Twede	Scott Billings	Steve Parker	Dave Cave	Ted Couch	Nick Cavalleri	Chad Burke	LaVerne Keeton	Kevin Martinez	Jordan Vazquez	John Chelonis	Cathy Ferrarese	Ryan Dunne	Kevin Pope	Cheryl Perrine	Rhonda Steed	Diana Dore	
1 Kickoff Workshop	68 Hrs	\$15,905	\$1,859	\$17,764	12 Hrs	20 Hrs	16 Hrs	12 Hrs	8 Hrs	16 Hrs	32 Hrs	24 Hrs	8 Hrs	0 Hrs	12 Hrs	308 Hrs	104 Hrs	40 Hrs	32 Hrs	6 Hrs	170 Hrs	120 Hrs	144 Hrs	40 Hrs	16 Hrs	124 Hrs	88 Hrs	120 Hrs	42 Hrs	
2 Final Design Services - Drawings, Specifications, and Engineers E	1750 Hrs	\$302,354	\$6,720	\$309,074	112 Hrs	20 Hrs	88 Hrs	72 Hrs	8 Hrs	80 Hrs	32 Hrs	24 Hrs	8 Hrs	0 Hrs	124 Hrs	300 Hrs	80 Hrs	40 Hrs	32 Hrs	4 Hrs	122 Hrs	120 Hrs	144 Hrs	0 Hrs	16 Hrs	124 Hrs	80 Hrs	120 Hrs	0 Hrs	
2.1 60 Percent Design (Design Development)	812	\$137,347	\$5,985	\$143,332																										
LABOR	812	\$137,347			48	12	36	32	8	32		12	8		58	120	40	24		4	62	60	80		16	60	40	60		
SUBCONTRACTOR			\$5,250																											
TRAVEL			\$735																											
2.2 90 Percent Design (Draft Bid/Contract Document Preparation)	530	\$91,956	\$735	\$92,691																										
LABOR	530	\$91,956			40	8	28	24		16		8			42	100	24	16			40	40	40			40	24	40		
TRAVEL			\$735																											
2.3 Bid Ready Design	304	\$52,323	\$0	\$52,323																										
LABOR	304	\$52,323			24		8	16		8		4			24	80	16				20	20	24			24	16	20		
TRAVEL																														
2.4 Consultant Quality Control	104	\$20,729	\$0	\$20,729																										
LABOR	104	\$20,729					16			24	32									32										
TRAVEL																														
3 Bid Phase Services	62 Hrs	\$11,655	\$210	\$11,865	4 Hrs					16 Hrs						8 Hrs	24 Hrs			2 Hrs								8 Hrs		
4 Services During Construction	\$492	\$102,179	\$3,885	\$106,064	30 Hrs	0 Hrs	0 Hrs	48 Hrs	0 Hrs	16 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	52 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	48 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	42 Hrs	
4.1 Pre-Construction Conference	16	\$3,853	\$210	\$4,063																										
LABOR	16	\$3,853								16																				
TRAVEL			\$210																											
4.2 Shop Drawing, Samples, and Submittals	180	\$33,492	\$0	\$33,492																										
LABOR	180	\$33,492			20			40							40						40								40	
TRAVEL																														
4.3 Construction Contract Requests for Information	16	\$3,058	\$0	\$3,058																										
LABOR	16	\$3,058			2			4							4						4								2	
TRAVEL																														
4.4 Change Requests	24	\$5,358	\$0	\$5,358																										
LABOR	24	\$5,358			8			4							8						4									
TRAVEL																														
4.5 Progress Meetings	12	\$3,360	\$0	\$3,360																										
LABOR	12	\$3,360			12																									
TRAVEL																														
4.6 Periodic Engineering Field Inspection	204	\$44,404	\$3,675	\$48,079																										
LABOR	204	\$44,404			20			80						4	80						20									
TRAVEL			\$3,675																											
4.7 Record Drawings	40	\$8,654	\$0	\$8,654																										
LABOR	40	\$8,654			4			4		4					4	24														
TRAVEL																														
5 Project Management	220 Hrs	\$45,777	\$0	\$45,777						180 Hrs														40 Hrs						

\$ 280 \$ 280 \$ 251 \$ 230 \$ 223 \$ 215 \$ 207 \$ 204 \$ 204 \$ 200 \$ 184 \$ 183 \$ 174 \$ 163 \$ 146 \$ 141 \$ 136 \$ 134 \$ 129 \$ 128 \$ 125 \$ 125 \$ 107 \$ 92 \$ 76



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: V-11
Subject: Discussion on energy use, conservation, recovery and proposed solar power project

Background

At the October 10, 2019 Board of Directors meeting, the Board of Directors approved a memorandum of understanding for the cooperative purchase of renewable energy (a solar photovoltaic system) as it related to the Sustainable Energy & Economic Development Fund and Collaborative Solar Initiative program (SEED).

The City of South Lake Tahoe has officially taken on the role of Lead Agency for the program and the SEED team will work with TTSA and other entities to be included in the joint RFP scheduled to be issued by the City of South Lake Tahoe.

Mr. Richard Pallante, Maintenance Department Manager, will provided an update on the SEED program at the meeting.

Fiscal Impact

None.

Attachments

1. Memo from Mr. Pallante entitled "SEED Solar Program Pre-Screen Assessment/Site Visit and Workshop Update"
2. Solar Pre-Screen Assessment as prepared by Optyony, Inc.

Recommendation

No action required.

Review Tracking

Submitted By: 

LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY
MAINTENANCE DEPARTMENT MEMO

DATE: June 26, 2019
TO: LaRue Griffin, General Manager
FROM: Richard Pallante, Maintenance Manager
SUBJECT: SEED Solar Program Pre-Screen Assessment/Site Visit and Workshop Update

BACKGROUND

In October of 2018 T-TSA entered into an MOU with Strategic Energy Innovations, the administrator of the SEED Fund program, to evaluate the feasibility of solar power production at the agency's facility. Optony Inc. was contracted by Strategic Energy Innovation to conduct the feasibility assessment which included a site evaluation and the development of a Solar Pre-Screen Assessment report.

UPDATE

On Wednesday, June 19, 2019, T-TSA received the Solar Pre-Screen Assessment report and conducted a site visit with Johnathan Whelan, Chief Operating Officer, of Optony Inc. During the site visit we reviewed the Solar Pre-Screen Assessment report and physically reviewed potential connection points and the proposed solar field location. It must be noted that while the report ranked the facility as a "B" (ranking scale is "A" to "C" with "A" being most feasible) the report was completed prior to the site visit utilizing a solar field location that was not authorized and preliminary information previously provided.

During the visit several items were identified as impediments and will require significant research. Those items include:

- Solar field location, permissibility of utilizing a reclaimed mining site, necessity of an Environmental Impact Report and possible geotechnical issues due to backfill.
- Access to solar field for routine maintenance and snow removal.
- Dust fall out from ongoing mining operations.
- Proximity to aircraft flight path, aim of panels.
- Environmental scenic impact.
- Solar field proximity to plant electrical connection point. Two utility easements between the field and the connection point inside the facility.
- Storage footprint, up to forty 10' X 40' battery containers would be required.
- Connection to utility, currently TDPUD allows up to one megawatt of interconnection. Proposal is for five megawatts, discussions with TDPUD would be required prior to commitment for an interconnection agreement.

Upon completion of the site visit and review of the Pre-Screen Assessment, when pressed on cost, Mr. Whelan stated that based on the impediments observed and discussed, the PV system cost range provided would be “at the low end”. He also stated that, based on the observations, T-TSA’s inclusion in the RFP would be as a bid-alternate with no requirement for the design-build provider to bid on the site. Mr. Whelan now views the site as a multi-year project. Optony Inc. was also to provide a sample RFP for our review and, to date, we have not received the sample.

On June 20, 2019, T-TSA staff attended a SEED Program Workshop at South Lake Tahoe. While the workshop was informational, it was general in nature. No additional relevant information was provided, it appeared to be geared for those who were new to the program or were undecided as to their participation in the program.

Solar Pre-Screen Assessment

For the Tahoe Truckee Sanitation Agency



Tuesday, July 02, 2019

Prepared by:

Optony Inc.

Jonathan Whelan

Chief Operating Officer

jonathan.whelan@optony.com

408-567-9216

Prepared for:

Tahoe Truckee Sanitation Agency

LaRue Griffin

General Manager

lgriffin@ttsa.net

Solar Site Pre-Screening Results

The Optony team is pleased to provide a Solar PV site pre-screening report for select facilities belonging to the Tahoe-Truckee Sanitation Agency (TTSA) as part of the SEED Fund (Sustainable Energy and Economic Development Fund) Sierras effort. By increasing solar generation at its facility, TTSA can save money on utility costs, support operations with on-site energy generation, and support the town of Truckee in meeting its goal of 100% of renewable electricity. The results from this unique analysis are summarized below. Sites were evaluated based on different variables and ranked to determine their relative potential for technical and economic feasibility. The sites are organized by ranking – from **A** being *most feasible* to **C** being *least feasible*. The most important factors in the feasibility ranking are discussed under each site in the “Site Considerations” section. This analysis included a single site, the Wastewater Treatment Plant, which received a **B** ranking.

Feasibility Ranking: A

Zero (0) facilities were given a rank of “A”. An “A” rank requires strong technical and economic potential for solar installations. While the site analyzed has huge potential and an acceptable payback period (15-19 years without storage), there were two technical challenges, discussed under the “Site Considerations” section on page 7, that prevented this site from earning an A ranking.

Feasibility Ranking: B

One (1) site, the only site included in this analysis, was given a “B” ranking. This ranking is for sites that exhibit at least one potential structural, site-use, construction, or aesthetic concern that may limit near-term feasibility of solar installation, or that have a payback period beyond 15 years. These issues need to be examined internally or through a full feasibility study to inform a final development decision. In this case, the key limiting factor was uncertainty surrounding an interconnection agreement with TDPUD.

Feasibility Ranking: C

Zero (0) sites were given a “C” ranking, for significant concerns that would make a solar development likely unviable in the current market atmosphere.

Pre-Screen Summary Explanation

Background & Methodology

This pre-screen analysis was based on information collected remotely via site surveys and pre-screening discussions. Potential usable rooftop, parking, and ground-mount areas were mapped out for each site. From these areas a maximum possible PV system size (see result under “Max PV Size as Shown” in site descriptions) was calculated and solar production numbers were estimated. The production numbers are compared to existing electricity usage numbers to determine whether the proposed installation will offset 100% of the facility’s load. Then, the system size is reduced, if necessary, to meet the 100% of a facility’s load (see result in “Proposed PV Size” in site descriptions). This downsizing is done to increase economic viability. Under the Tahoe Donner Public Utilities District net-metering ordinance, solar electricity produced in excess of a facility’s annual usage is less valuable than solar electricity produced up to the facility’s annual usage. The PV arrays depicted in the images in the site descriptions represent the maximum capacity. If this capacity had to be reduced, then TTSA can choose which aspects of the design shown it would like to include, in the event that development is pursued at the given site. *Sites with a proposed capacity under 40 kW are not considered for inclusion in the SEED Fund.*

A financial cost/benefit analysis for each site’s potential solar installation is provided. Offsetting projected electricity cost is the primary financial benefit of installing a solar PV system. The key drivers to ensure maximum avoided costs are a proper system design (which affects system production and long-term operations), appropriate system size and the utility rate schedule (which determines the value for the electricity produced). Generally, time-of-use (TOU) rate schedules are advantageous when solar is installed on-site, since solar production can be aligned with TOU rates. However, TDPUD does not offer TOU rates. Thus, under the current rates, electricity cost does not vary by time of day or time of year.

If TOU rates are applicable, the financial analysis accounts for this variation by calculating the projected percentage of solar production within each TOU period and assigning an average solar value based on the cost of the electricity offset given the TOU period.

Demand Charges & Storage Savings

The facility assessed in this report, the TTSA Wastewater Treatment Plant, is subject to charges for peak electricity demand at \$12.29 per kilowatt. Savings from reductions in these demand charges achieved through a battery storage system are estimated and included in the financial analysis included here. These estimated savings are listed separately (See Cash Purchase Payback Period with Storage) due to a higher degree of uncertainty than solar savings. More analysis of site-specific usage data is needed to determine the exact savings potential of battery storage.

Technical Challenges

Potential technical issues that increase project cost or decrease project viability, such as system shading, geotechnical challenges, roof and structural suitability, electrical infrastructure, and environmental issues were also considered for each site, to the extent possible. Potential shading sources include tall trees, rooftop mechanical equipment and neighboring buildings. Geotechnical issues pertain to site characteristics such as soil condition, water table levels, or presence of fault lines. Structural issues include consideration roof span, roof materials, age of the roof and building layout, if known. Electrical issues pertain to the possibility of needing to upgrade existing electrical equipment to accommodate the addition of PV-related electrical equipment. Environmental issues include potential impacts on plant and animal wildlife in undeveloped areas.

The potential issues for each site were rated on a scale from **None** (no issues) to **High** (requires extensive further review or remediation). These factors, along with the payback period, factored into the feasibility grade given to each site.

Site Portfolio Summaries

The following table summarizes the analyzed sites, providing their Feasibility Rank, Utility Data, Proposed PV size, Payback Period and Installation Challenges, as applicable.

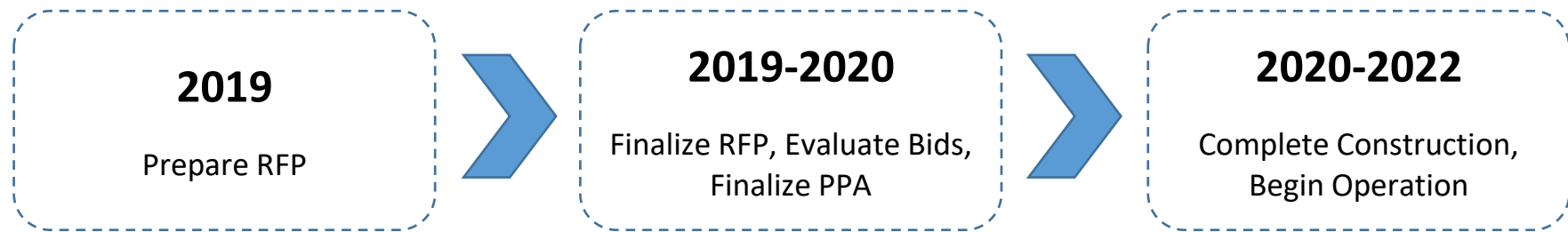
Site Info			Utility Data		System Size & Performance					Financial Analysis					Installation Challenges				
ID	Site Name	Feasibility Rank	Rate Tariff	Annual Electricity Usage (kWh)	PV Size (kW)	PV Output (kWh)	Energy Offset	Storage Size (kW)	Storage Duration (kWh)	PV System Cost Range	Average Solar Value (\$/kWh)	Annual Solar Savings (Cash Purchase)	Cash Purchase Payback Period (yrs)	Cash Purchase Payback Period w/ Storage (yrs)	Shading	Geotech	Structural	Electrical	Enviro
TTSA01	Waste Water Treatment Plant	B	Rate 25	7,768,800	5562	7,768,800	100%	709	2128	\$9,733,456-\$12,514,444	\$ 0.085	\$663,956	15 - 19	14 - 19	Low	Low	Low	Medium	Medium

Installation Challenges Key

- Shading**
- None No shading issues
 - Low Some minor shading issue, possibly avoided by tree trimming
 - Medium Significant shading issues
 - High Unavoidable shading issues
- Geotechnical**
- None Confirmed no geotechnical issues
 - Low Possible minor issues that need additional investigation
 - Medium Possible significant issues that need additional investigation
 - High Known issues or high likelihood for potential issues impacting system costs
- Structural**
- None New roof, less than 2 years and can handle solar PV system
 - Low Roof age is unknown or not verified
 - Medium Roof is in poor condition or over 10 years old
 - High Roof is older than 20 years, or needs repairs/upgrades to host solar system
- Electrical**
- None Electrical equipment has been inspected and does not require upgrades
 - Low Further review of electrical system needed
 - Medium Some electrical upgrades needed
 - High Significant upgrades needed
- Environmental**
- None Categorical exemption can be applied
- Low Initial study may be required
 Medium Potential issues have been identified that would require mitigation
 High Full EIR needed with potential for significant issues

Next Steps

Optony encourages TTSA to conduct more detailed solar analyses to determine under the SEED Fund if the preliminary findings warrant further pursuit of solar procurement for each site. Once a decision is made to move forward at selected sites, the SEED team (led by the City of South Lake Tahoe) will begin developing procurement documents and proposed PPA terms for issuance to the solar developer community. To proceed along this path, TTSA is encouraged to continue participation in the regional SEED Fund initiative, which aggregates municipal and private sites in the area and moves toward a collaborative Request for Proposals (RFP) to drive vendor interest and take advantage of economies of scale. Through the SEED Fund, solar analyses and procurement documents are provided by the SEED Fund team at no upfront cost to TTSA, with the SEED Fund team receiving reimbursement through the solar developer if, and only if, projects are successfully contracted and built.



Solar PV System Designs by Site

Site TTSA01: Waste Water Treatment Plant

Site Address:	13720 Butterfield Drive, Truckee, CA 96163		
Site Usage:	7,768,800 kWh (total)		
Feasibility Rank:	B		
Max PV size (as shown):	5,870 kW DC	Proposed PV Size:	5,562 kW DC
Max Production:	8,199,040 kWh	Proposed Production:	7,768,800 kWh
Payback Period:	15-19 yrs	Payback Period with Storage:	13-17 yrs



Site Considerations: This site received a B ranking. Overall, the site represents a sizeable and promising development opportunity. The two factors contributing to a B ranking are interconnection uncertainty stemming from TDPUD policies and the high likelihood of environmental factors delaying the development process. Environmental factors are noted as being of “medium” concern. There are no specific concerns to discuss at this stage but greenfield solar development at the scale of this site often requires significant environmental review.

The more pressing issue are the interconnection concerns relating to TDPUD. TTSA has ample electricity usage to support a net-metered project at this site. TDPUD, however, does not allow projects greater than 1MW to participate in its net-metering program. Thus, the exact mechanism for interconnecting a 5.5 MW array at this site is uncertain. However, given the importance of TTSA as a customer to TDPUD, it is likely that TTSA can engage directly with TDPUD and determine a mechanism for interconnection.

Shading: There are no currently apparent shading concerns at this site.

Geotechnical: There are no currently apparent geotechnical concerns at this site.

Structural: There are no currently apparent structural concerns at this site.

Electrical: This site has two primary electrical concerns related to system interconnection. The first is the proximity and availability of existing grid infrastructure to support interconnection and the second is the specifics of the interconnection process and application to TDPUD.

Environmental: This site has environmental concerns typical of a large-scale solar development on undeveloped land. There may be environmental impacts related to development that require additional review or permitting.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: VI-1
Subject: Department Reports

Background

Department reports for previous and current month(s).

Fiscal Impact

None.

Attachments

1. Operations Department Report.
2. Maintenance Department Report.
3. Engineering Department Report.
4. Information Technology (IT) Department Report.
5. Administration Department Report.

Recommendation

No action required.

Review Tracking

Submitted By: _____


LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY OPERATIONS DEPARTMENT REPORT

Date: July 10, 2019
To: Board of Directors
From: Michael Peak, Operations Manager
Subject: Operations Report

All plant waste discharge requirements were met for the month.

Operations Report:

- Iron sponge inspection and media replacement.
- Additional sampling and lab testing for Wastewater Characterization and data collection (Master Plan).
- Placed a second phosphorous stripper in-service to accommodate anticipated increased loading.
- Overall, the plant performed well through the month.

Laboratory Report:

- Successfully completed annual proficiency testing requirements.
- Staff performed necessary laboratory testing per WDR requirements and operational needs.
- Additional lab testing for Wastewater Characterization and data collection (Master Plan).
- Accreditation for the new Total Organic Carbon (TOC) analyzer was submitted and excepted.


Plant Data:

Influent Flow Description	MG
Monthly average daily ⁽¹⁾	4.32
Monthly maximum instantaneous ⁽¹⁾	6.40
Maximum 7- day average	4.84

Effluent Limitation Description ⁽²⁾	WDR Monthly Average		WDR Daily Maximum	
	<i>Recorded</i>	<i>Limit</i>	<i>Recorded</i>	<i>Limit</i>
Suspended Solids (mg/l)	0.7	10.0	1.5	20.0
Turbidity (NTU)	NA	NA	1.8	10.0
Total Phosphorus (mg/l)	0.40	0.80	0.61	1.50
Chemical Oxygen Demand (mg/l)	27.8	45.0	38.0	60.0

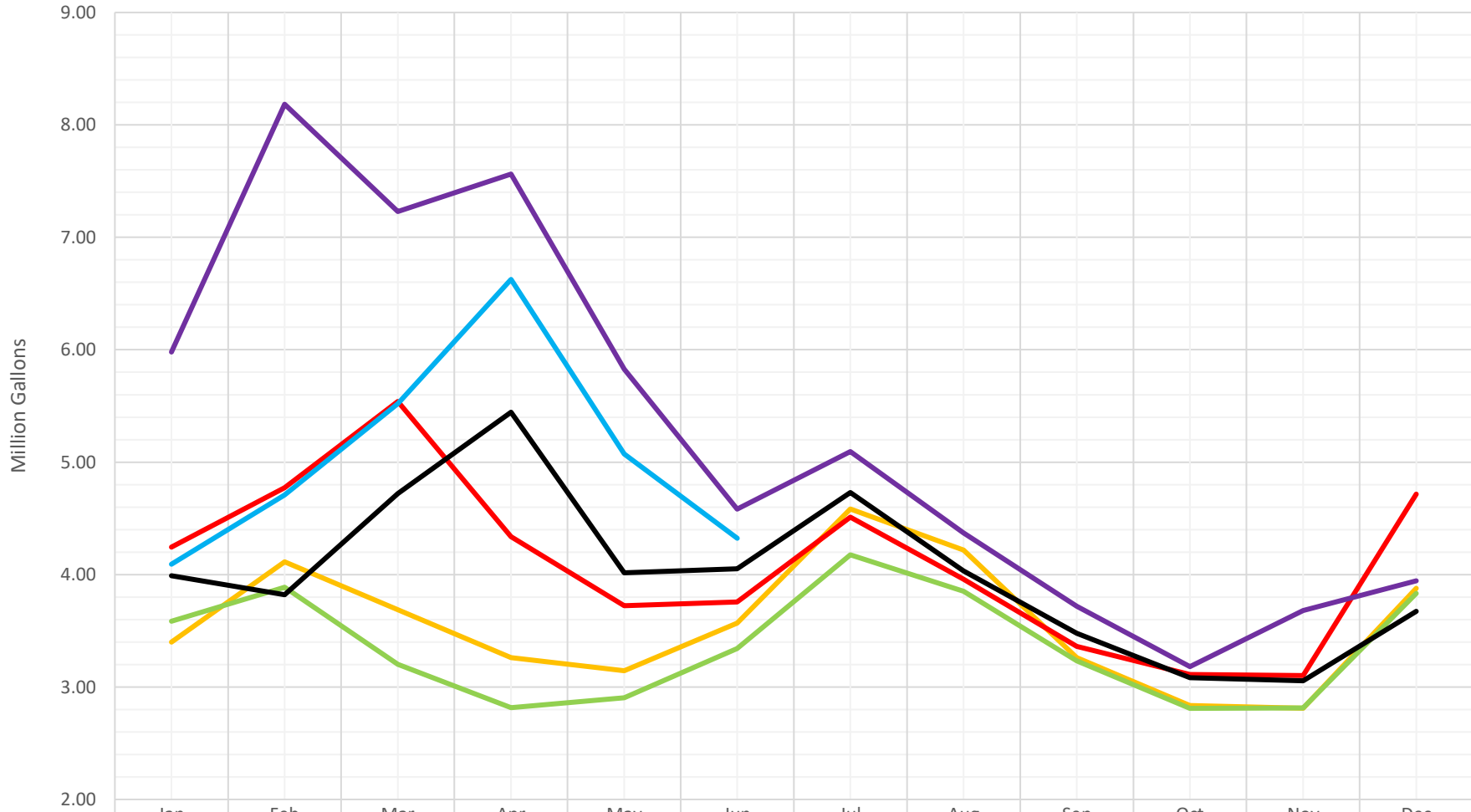
Notes: 1. Flows are depicted in the attached graph.
 2. Effluent table data per WDR reportable frequency. Attached graphs depict all recorded data

Review Tracking:

Submitted By: 
 Michael Peak
 Operations Manager

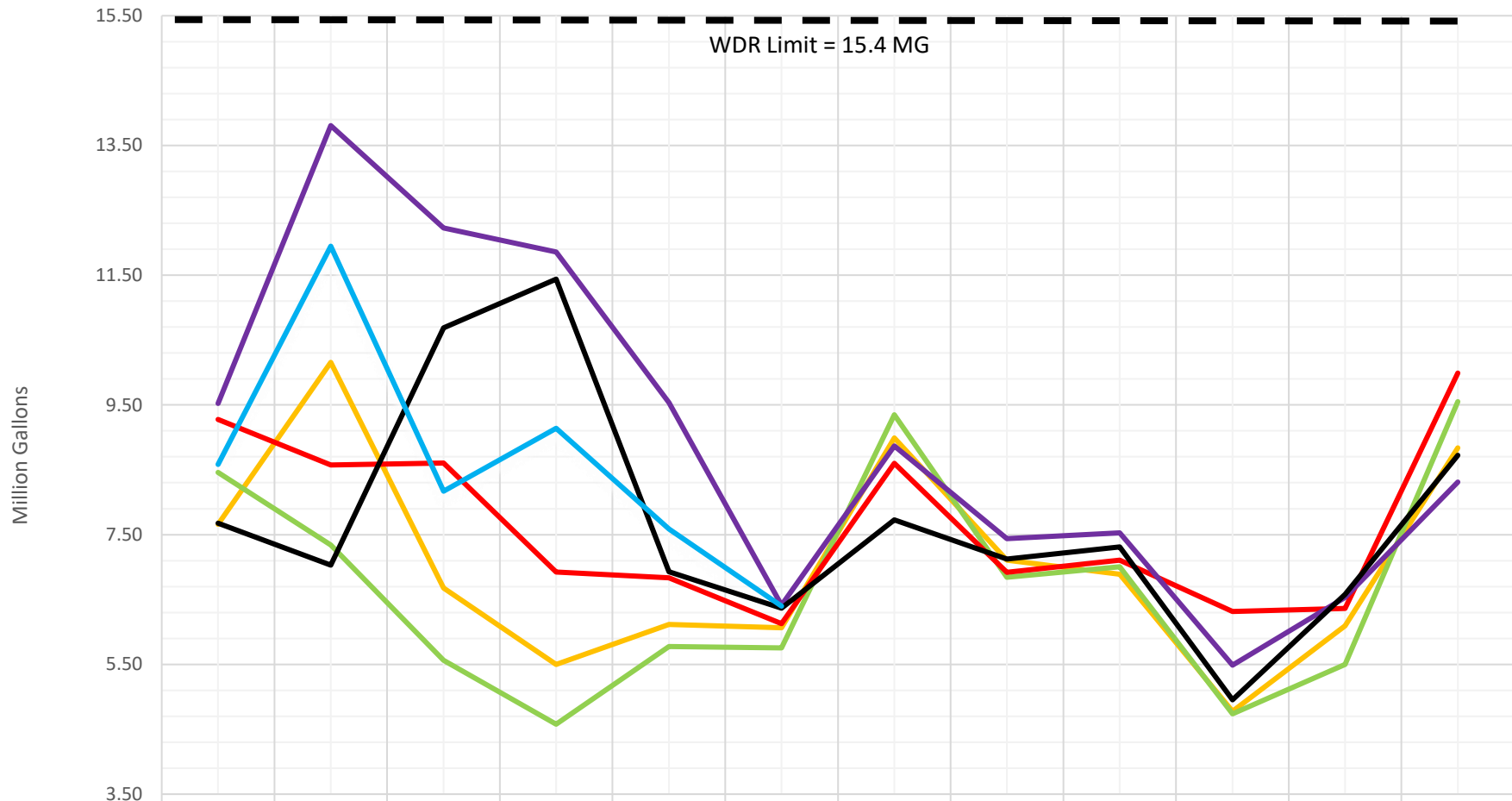
Approved By: 
 LaRue Griffin
 General Manager

Monthly Average Daily Flow (Influent)



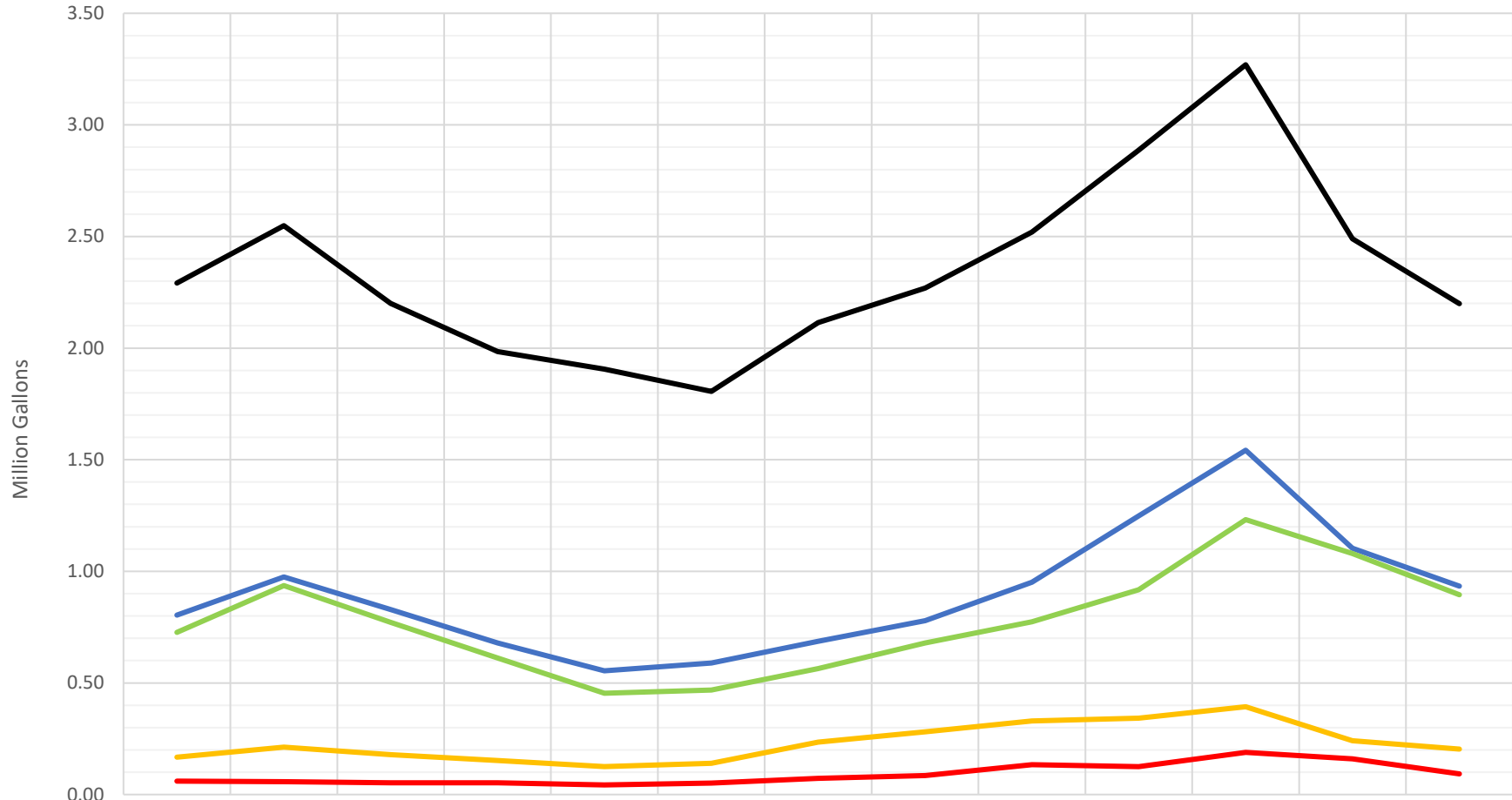
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	3.40	4.11	3.69	3.26	3.14	3.57	4.58	4.22	3.26	2.84	2.81	3.88
2015	3.58	3.89	3.20	2.82	2.90	3.34	4.18	3.85	3.23	2.81	2.81	3.83
2016	4.24	4.77	5.54	4.34	3.72	3.76	4.51	3.96	3.36	3.11	3.10	4.72
2017	5.98	8.18	7.23	7.56	5.83	4.58	5.09	4.37	3.72	3.18	3.68	3.95
2018	3.99	3.82	4.72	5.44	4.02	4.05	4.73	4.03	3.48	3.08	3.06	3.67
2019	4.09	4.71	5.52	6.63	5.07	4.32						

Monthly Maximum Instantaneous Flow (Influent)



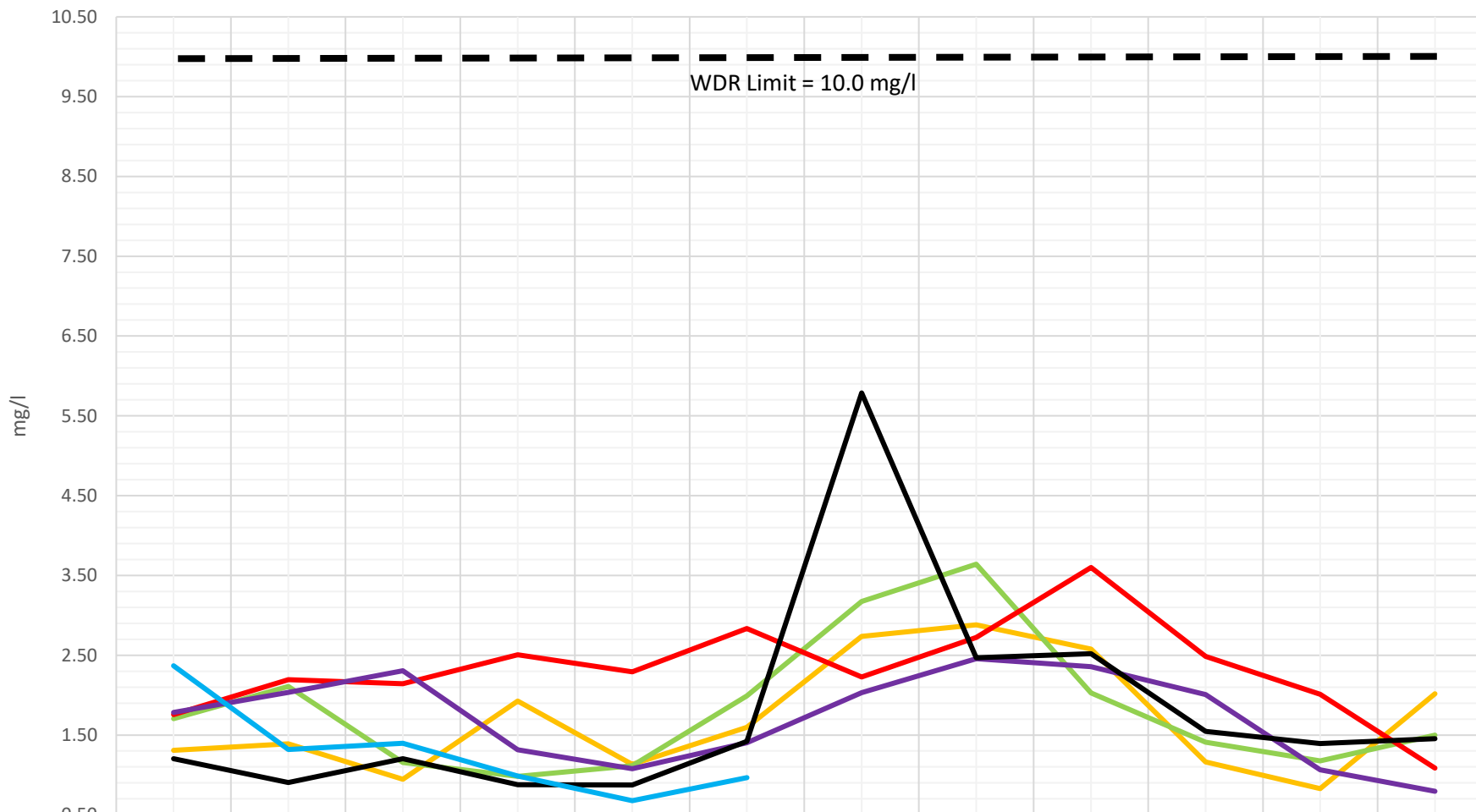
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	7.66	10.16	6.68	5.50	6.12	6.06	8.99	7.11	6.89	4.78	6.09	8.84
2015	8.46	7.34	5.56	4.58	5.77	5.76	9.35	6.84	7.00	4.74	5.50	9.55
2016	9.28	8.58	8.60	6.93	6.84	6.13	8.60	6.92	7.11	6.32	6.36	9.99
2017	9.52	13.81	12.23	11.86	9.54	6.41	8.87	7.44	7.53	5.49	6.53	8.31
2018	7.68	7.03	10.69	11.44	6.93	6.37	7.73	7.12	7.31	4.95	6.58	8.72
2019	8.58	11.95	8.17	9.14	7.59	6.40						

Monthly Average Daily Flow (Districts)



	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
NTPUD	0.80	0.98	0.83	0.68	0.55	0.59	0.69	0.78	0.95	1.25	1.54	1.10	0.93
TCPUD	0.73	0.94	0.77	0.61	0.45	0.47	0.56	0.68	0.77	0.92	1.23	1.08	0.89
ASCWD	0.06	0.06	0.05	0.05	0.04	0.05	0.07	0.08	0.13	0.13	0.19	0.16	0.09
SVPSD	0.17	0.21	0.18	0.15	0.13	0.14	0.23	0.28	0.33	0.34	0.39	0.24	0.20
TSD	2.29	2.55	2.20	1.98	1.91	1.81	2.11	2.27	2.52	2.89	3.27	2.49	2.20

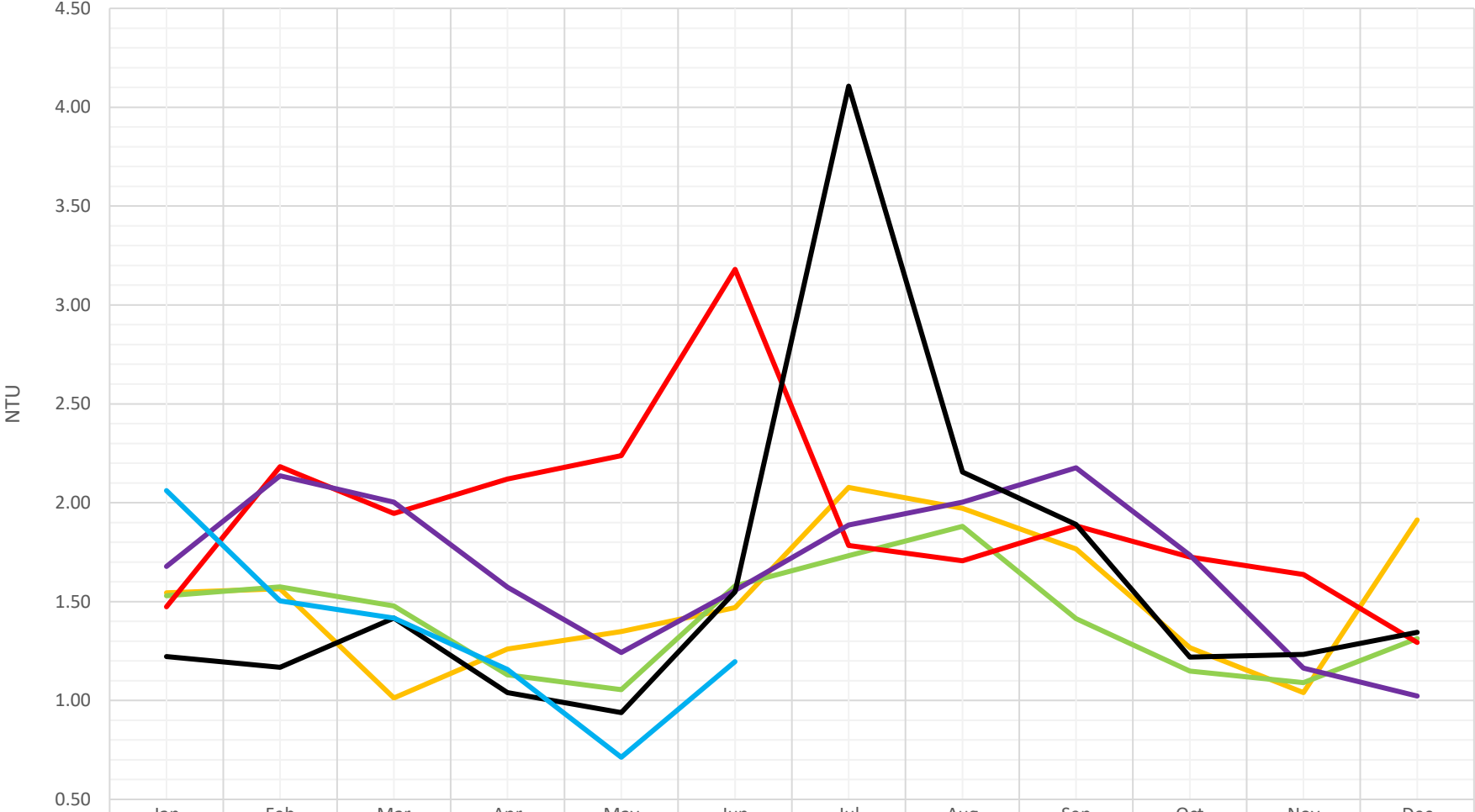
Monthly Average Daily Suspended Solids (Effluent)



WDR Limit = 10.0 mg/l

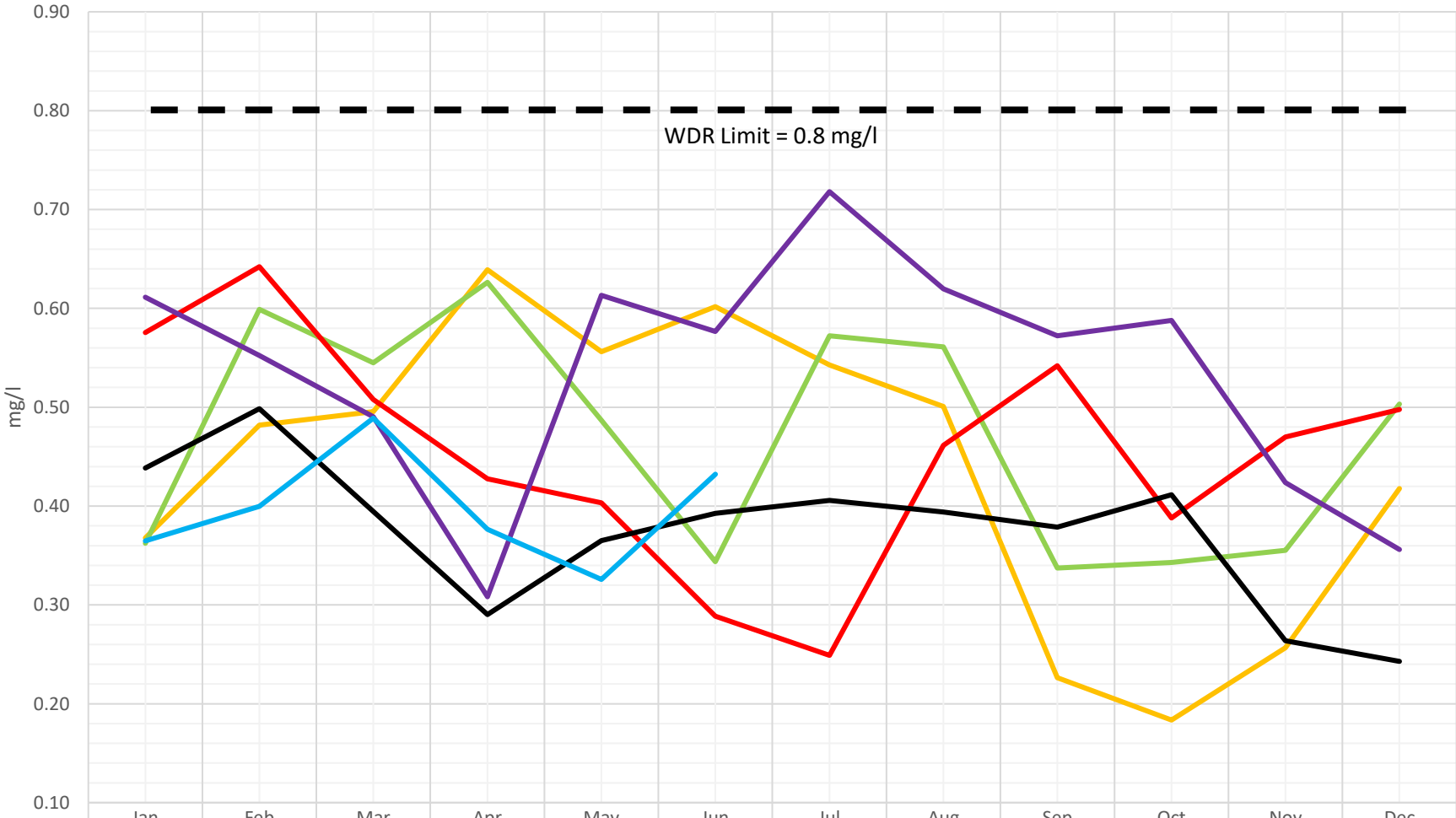
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	1.31	1.39	0.95	1.93	1.13	1.60	2.73	2.88	2.58	1.16	0.83	2.02
2015	1.70	2.11	1.16	0.98	1.11	1.99	3.17	3.64	2.03	1.41	1.18	1.50
2016	1.76	2.20	2.14	2.51	2.29	2.84	2.23	2.72	3.60	2.49	2.01	1.09
2017	1.78	2.04	2.30	1.31	1.08	1.40	2.03	2.46	2.36	2.01	1.06	0.80
2018	1.20	0.91	1.20	0.88	0.87	1.42	5.79	2.47	2.52	1.55	1.39	1.45
2019	2.37	1.32	1.40	0.99	0.68	0.97						

Monthly Average Daily Turbidity (Effluent)



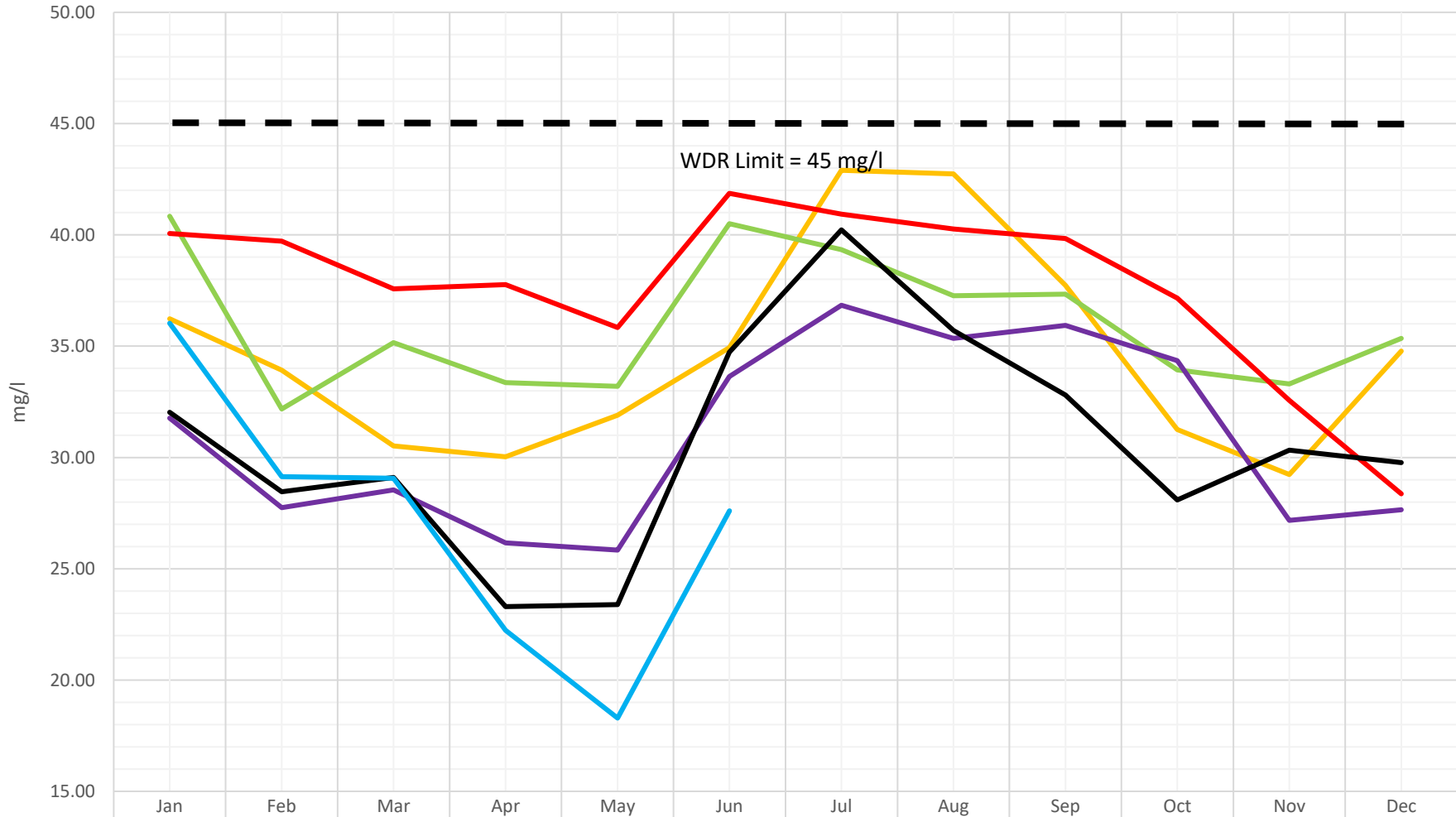
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	1.55	1.56	1.01	1.26	1.35	1.47	2.08	1.97	1.77	1.27	1.04	1.91
2015	1.53	1.58	1.48	1.13	1.05	1.58	1.73	1.88	1.41	1.15	1.09	1.31
2016	1.47	2.18	1.95	2.12	2.24	3.18	1.78	1.71	1.88	1.73	1.64	1.29
2017	1.68	2.14	2.00	1.57	1.24	1.56	1.89	2.00	2.18	1.74	1.16	1.02
2018	1.22	1.17	1.42	1.04	0.94	1.55	4.11	2.15	1.89	1.22	1.23	1.35
2019	2.06	1.50	1.42	1.16	0.71	1.20						

Monthly Average Daily Total Phosphorus (Effluent)



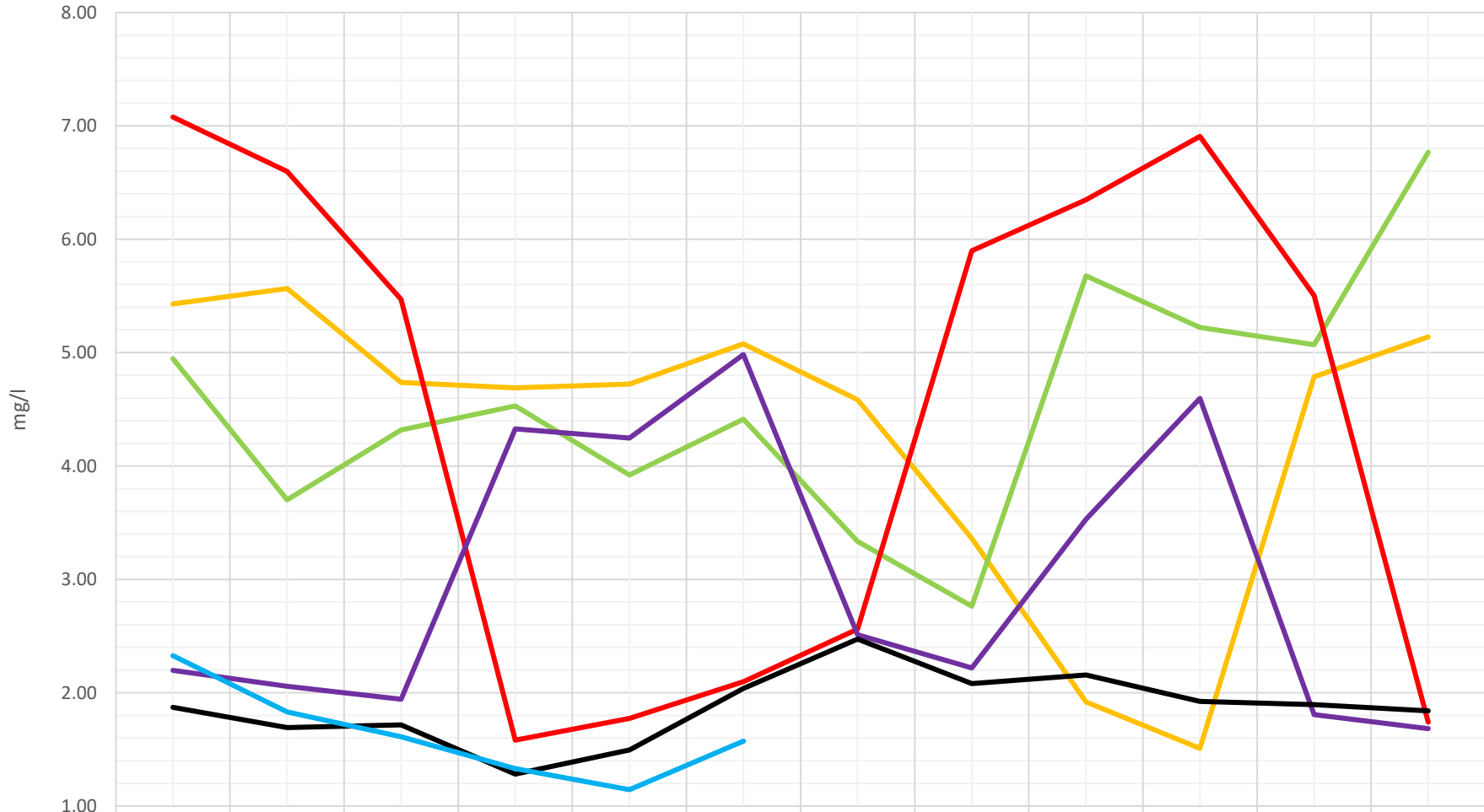
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	0.37	0.48	0.50	0.64	0.56	0.60	0.54	0.50	0.23	0.18	0.26	0.42
2015	0.36	0.60	0.54	0.63	0.49	0.34	0.57	0.56	0.34	0.34	0.36	0.50
2016	0.58	0.64	0.51	0.43	0.40	0.29	0.25	0.46	0.54	0.39	0.47	0.50
2017	0.61	0.55	0.49	0.31	0.61	0.58	0.72	0.62	0.57	0.59	0.42	0.36
2018	0.44	0.50	0.39	0.29	0.37	0.39	0.41	0.39	0.38	0.41	0.26	0.24
2019	0.36	0.40	0.49	0.38	0.33	0.43						

Monthly Average Daily Chemical Oxygen Demand (Effluent)



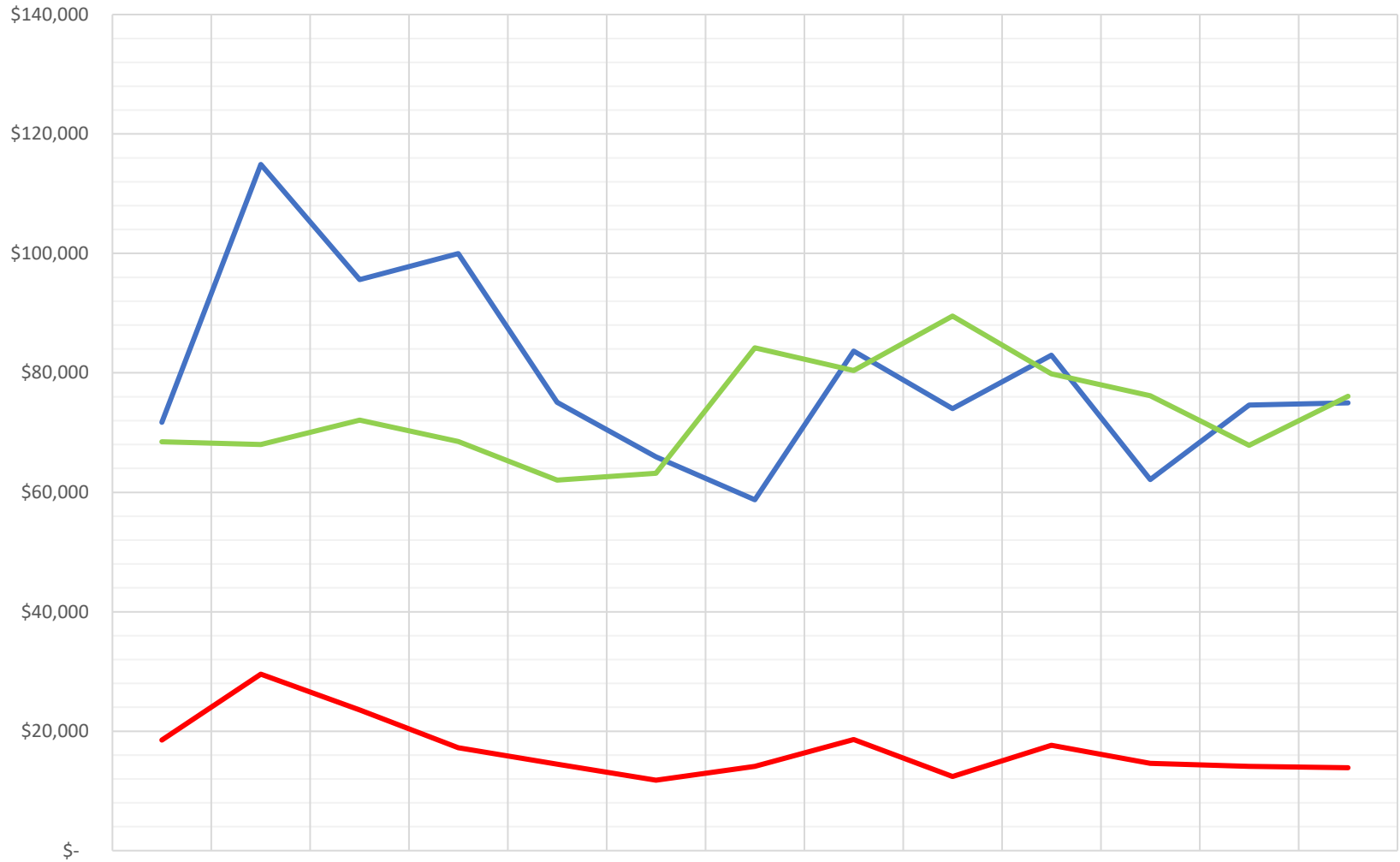
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	36.23	33.93	30.52	30.03	31.90	34.93	42.90	42.74	37.73	31.26	29.23	34.77
2015	40.84	32.18	35.16	33.37	33.20	40.50	39.33	37.27	37.33	33.94	33.30	35.35
2016	40.06	39.72	37.58	37.77	35.84	41.87	40.94	40.27	39.83	37.16	32.57	28.37
2017	31.77	27.75	28.55	26.17	25.84	33.63	36.84	35.35	35.93	34.35	27.17	27.65
2018	32.03	28.46	29.10	23.30	23.39	34.73	40.23	35.71	32.80	28.10	30.33	29.77
2019	36.03	29.14	29.06	22.24	18.29	27.60						

Monthly Average Daily Total Nitrogen (Effluent)



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2014	5.43	5.57	4.74	4.69	4.72	5.08	4.58	3.36	1.92	1.51	4.79	5.14
2015	4.95	3.70	4.32	4.53	3.92	4.41	3.34	2.76	5.68	5.22	5.07	6.77
2016	7.08	6.60	5.47	1.58	1.77	2.10	2.56	5.90	6.35	6.91	5.50	1.74
2017	2.20	2.06	1.94	4.33	4.25	4.98	2.51	2.22	3.53	4.60	1.81	1.68
2018	1.87	1.69	1.72	1.28	1.50	2.04	2.47	2.08	2.16	1.92	1.90	1.84
2019	2.33	1.83	1.61	1.33	1.14	1.57						

Chemical, Power and Sludge Disposal Costs



	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
— Chemical	\$71,733	\$114,902	\$95,616	\$99,985	\$75,081	\$65,950	\$58,752	\$83,644	\$74,020	\$82,977	\$62,144	\$74,595	\$74,990
— Power	\$68,486	\$68,012	\$72,081	\$68,530	\$62,041	\$63,203	\$84,179	\$80,374	\$89,515	\$79,844	\$76,190	\$67,858	\$76,064
— Sludge Disposal	\$18,517	\$29,550	\$23,564	\$17,231	\$14,472	\$11,797	\$14,115	\$18,617	\$12,429	\$17,642	\$14,638	\$14,121	\$13,905



TAHOE-TRUCKEE SANITATION AGENCY MAINTENANCE DEPARTMENT REPORT


Date: July 10, 2019
To: Board of Directors
From: Richard Pallante, Maintenance Manager
Subject: Maintenance Report


- ◆ **Project support:** In the month of June, Maintenance staff provided support for the following projects:
 - Responded to USA Dig- Alert request along the TRI corridor.
 - Squaw siphon project video inspection.
 - SEED Program site visit and workshop.

- ◆ **Plant Maintenance activity:** Maintenance staff resources were focused on the following for the month of June:
 - Completed scheduled preventative work orders for June.
 - End of June open work orders by work group, Mechanical 42, Facilities 24, I&E 44.

- ◆ **Plant Maintenance projects:** Maintenance staff performed tasks on the following ongoing projects:
 - RAS VFD replacement project, scope is to replace three drives. Reconfigured power supply to motor control panel and installed first drive. Transitioning to second drive install.
 - Nitrification blower installation. Blower installation is complete, and commissioning has begun.
 - Lucy/GIS coordination meeting.
 - Camus boiler installation, additional parts have arrived final installation is in process.
 - Door replacements in various locations throughout the facility.
 - TRI line cleaning.

Review Tracking:

Submitted By: 
Richard Pallante
Maintenance Manager

Approved By: 
LaRue Griffin
General Manager




TAHOE-TRUCKEE SANITATION AGENCY ENGINEERING DEPARTMENT REPORT

Date: July 10, 2019
To: Board of Directors
From: Jay Parker, Engineering Manager
Subject: Engineering Report

- ◆ **Projects:** In the month of June, Engineering staff continued working on the following projects:
 - 2019 Plant Concrete Repair Project
 - 2019 Roof Repair Project
 - Headworks Improvements Project
 - Administration Building Office Remodel Project
 - Digital Scanning of Sewer Lines
 - Multi-use Digester Pump
 - Master Sewer Plan
 - SVPSD Truckee River Siphon Replacement Project
 - SR89 Truckee River Bridge (Fanny Bridge) Project

- ◆ **Project Planning Meetings:** Engineering staff assisted in review of construction documents and/or attended coordination meetings for the following projects:
 - Hotel Avery

Review Tracking:

Submitted By: 
Jay Parker
Engineering Manager


Approved By: 
LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY IT DEPARTMENT REPORT

Date: July 10, 2019
To: Board of Directors
From: Bob Gray, IT Department Manager
Subject: Information Technology (IT) Report

- T-TSA Plant Information System (PIS)
 - Integration with SIS and SCADA ongoing
- SCADA HMI Virtual Machine Development and Software Upgrade
 - Virtual Machine (SCADAMAIN10)
 - Current tagname server application loaded and running
 - Development of System Platform on going
 - Virtual Machine (SCADAMAIN11B)
 - Wonderware software ready for Application Server development
 - Model of plant is being developed
- SCADA Developments
 - Modifications to BNR backwash routines and cell rotations to mitigate high headloss issues during Spring high flows
 - Nitrification Cells backwash code changes in operation
- Computer Hardware Upgrades
 - (VMHOST4) Virtual Machine Host Installation
 - All parts have been received and starting assembly of system
 - Configuration of Network Attached Storage device NAS3
 - NAS3 will become primary file server and surveillance storage
 - NAS2 will become backup file storage server
 - NAS1 will become backup surveillance storage server
- CLINO Automation Equipment/Software Upgrade
 - CPU equipment acquired
 - IO count determined and compiling hardware requirements
 - Determining network communications needs and configuration for remote IO stations
- BNR Blower Cabinet Environment Monitoring and Logging
 - PLC Installed in Blower 8 Cabinet
 - Differential pressure and cabinet temperature sensors are connected into PLC
 - Ready to bring into SCADA
- Permitting Web Portal
 - Web portal is continuing to be updated and improved
- Programming of new VFD Drive for RAS Pumps Side 1
 - RAS pump 13030 installed and being programmed and tested

Submitted By: 
Robert Gray
IT Department Manger

Approved By: 
LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY ADMINISTRATION DEPARTMENT REPORT

Date: July 10, 2019
To: Board of Directors
From: Roshelle Chavez, Administrative Services Manager
Subject: Administration Report

Accounting

- Completed monthly A/P, A/R, payroll, general ledger processes, and bank reconciliations.
- Began Set Up Phase of implementation with Caselle software for AP, AR & GL processes.
- Coordination with Management for preparation of 2019/2020 Agency preliminary budgets.
- Coordination with Damore, Hamric & Schneider, Inc. for their Pre-Audit visit June 18th – 21st.

Billing/Customer Service

- General assistance with billing customer accounts, adjustments, and plan review.
- Increased commercial inspection schedule.
- Obtained Accela access from Placer County.
- Continued coordination with Town of Truckee regarding New World access.
- Continued coordination with IT department for further development of T-TSA permit portal.
- Delinquency Public Notice was posted and mailed to customers 06/01/2019, as well as published in the Sierra Sun 06/21/2019 & 07/05/2019.
- Continued planning for implementation of tax roll billing:
 - Review billing master to determine accounts for tax roll and delinquency billing.
 - Completed AS400 programming for Direct Charge Tax Roll Billing.

Purchasing

- Coordinated purchase of plant O&M supplies and performed various tasks to assist the department.
- Coordinated with all departments regarding Agency contracts and bids.
- Began Set Up Phase of implementation with Caselle software for Purchasing process.
- Temporarily relocated workspace to Accounting Department during construction.

General Administration

- Continued coordination with Caselle software and began Setup Phase of implementation.
- Temporarily relocated workspace to Billing Department during construction.
- Performed various administrative duties to assist GM and Board of Directors.
- Performed miscellaneous public records requests.

Review Tracking

Submitted By: 
Roshelle Chavez
Administrative Services Manager

Approved By: 
LaRue Griffin
General Manager

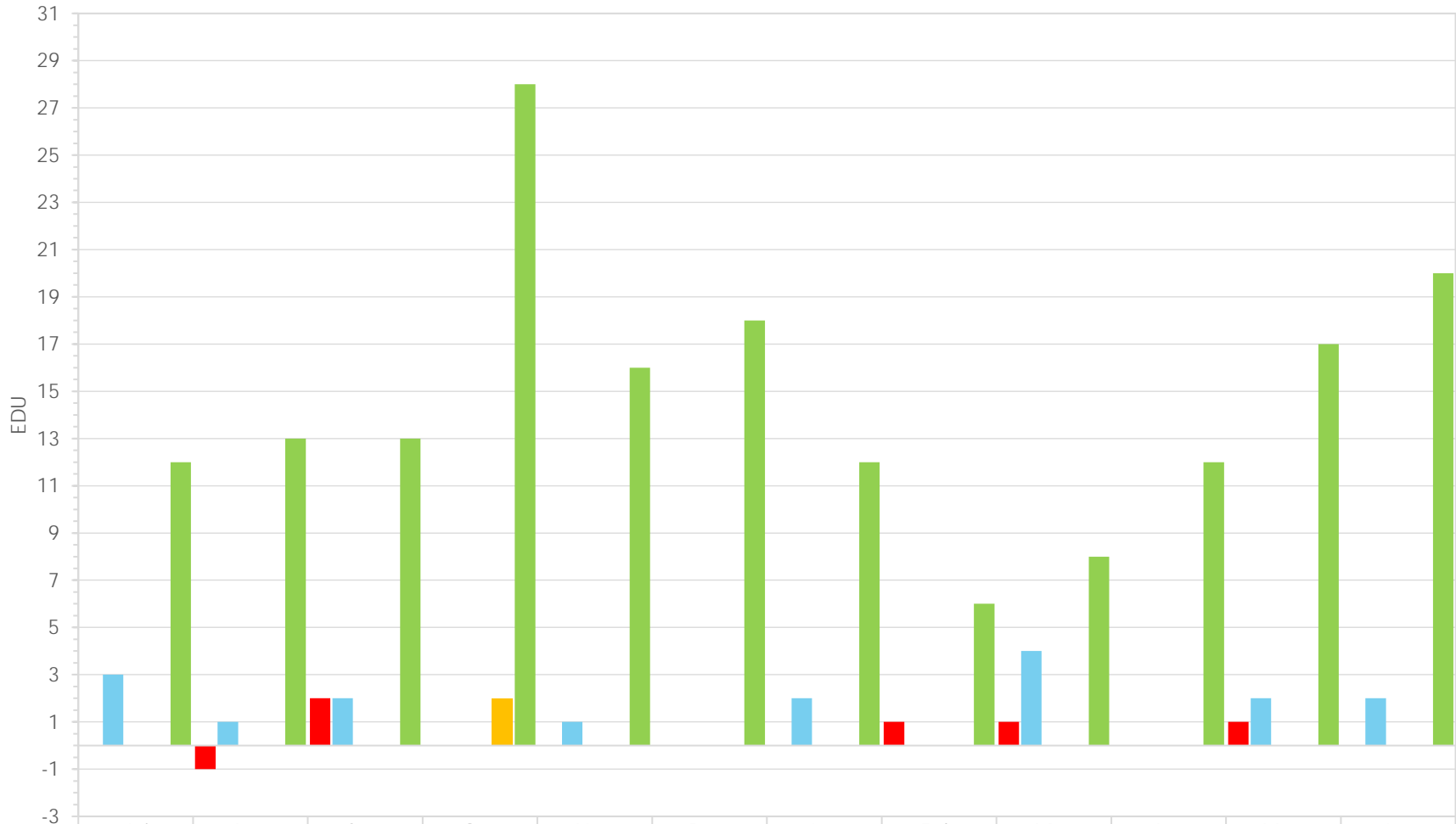
CONNECTION FEES - JUNE 2019

Connection Fee Type	MTD Count (#)	MTD Total Ft ²	MTD Total \$	YTD Count (#)	YTD Total Ft ²	YTD Total \$
Residential (Prior to 05/10/19)		N/A		167	N/A	\$ 1,506,500.00
Residential	33	65,051	\$ 193,913.50	41	93,013	\$ 254,847.00
Residential Ft ² Additions	1	758	\$ 1,326.50	1	1,356	\$ 2,373.00
Residential Ft ² Additions - Exempt	0	0	N/A	0	0	N/A
Accessory Dwelling Unit (ADU)	1	573	\$ 2,502.75	1	573	\$ 2,502.75
Accessory Dwelling Unit (ADU) - Exempt	0	0	N/A	0	0	N/A
Commercial	1	N/A	\$ 2,750.00	27	N/A	\$ 781,153.99
Industrial	0	N/A	\$ -	13	N/A	\$ 13,129.09
Grand Total	36	66,382	\$ 200,492.75	250	94,942	\$ 2,560,505.83

INSPECTIONS - JUNE 2019

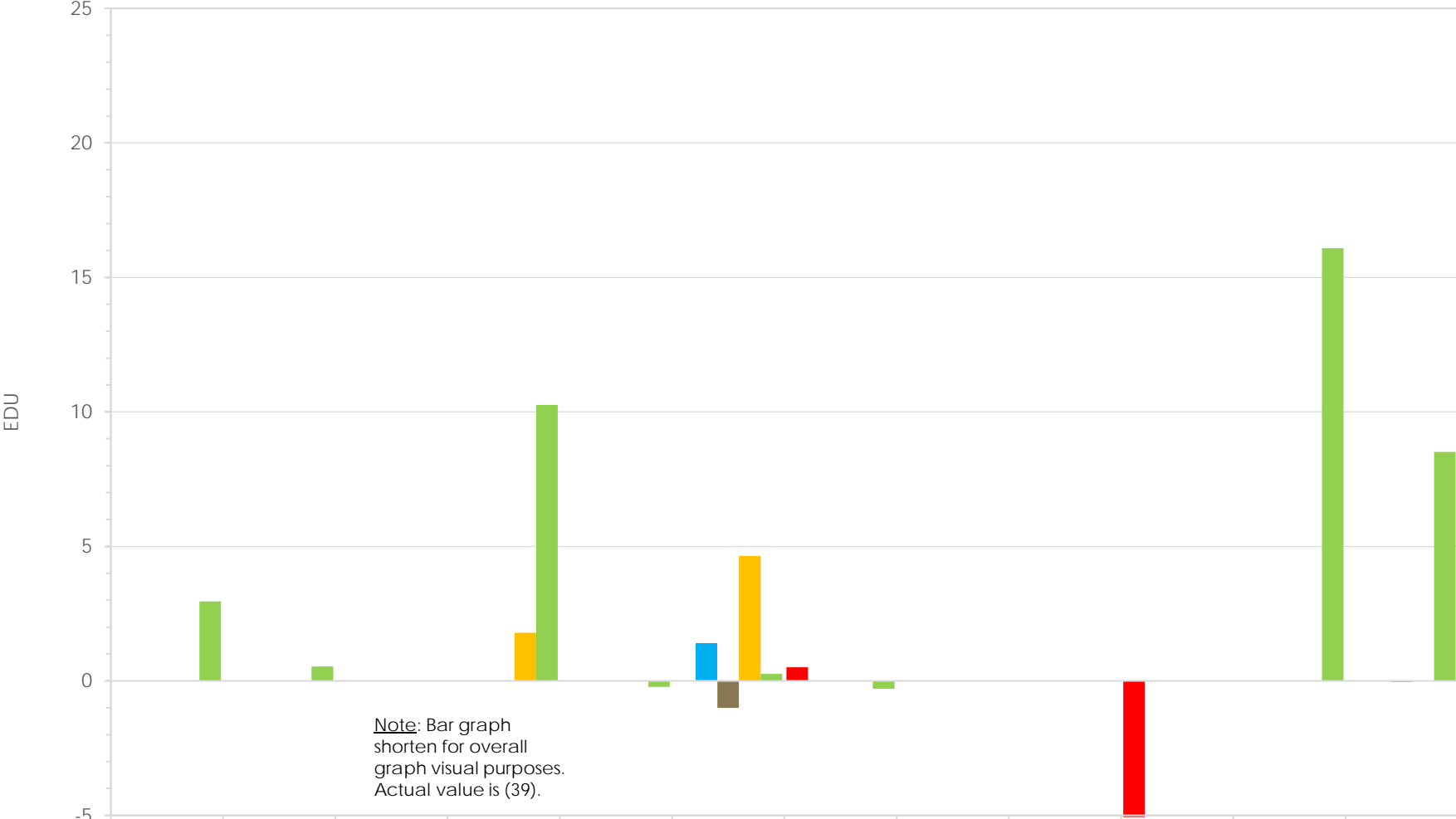
Inspection Type	MTD Count #	MTD Total	YTD Count #	YTD Total
Commercial	29	50	62	94
Residential (Drive-by for Suspend Listings)	21		32	

Residential EDU Summary



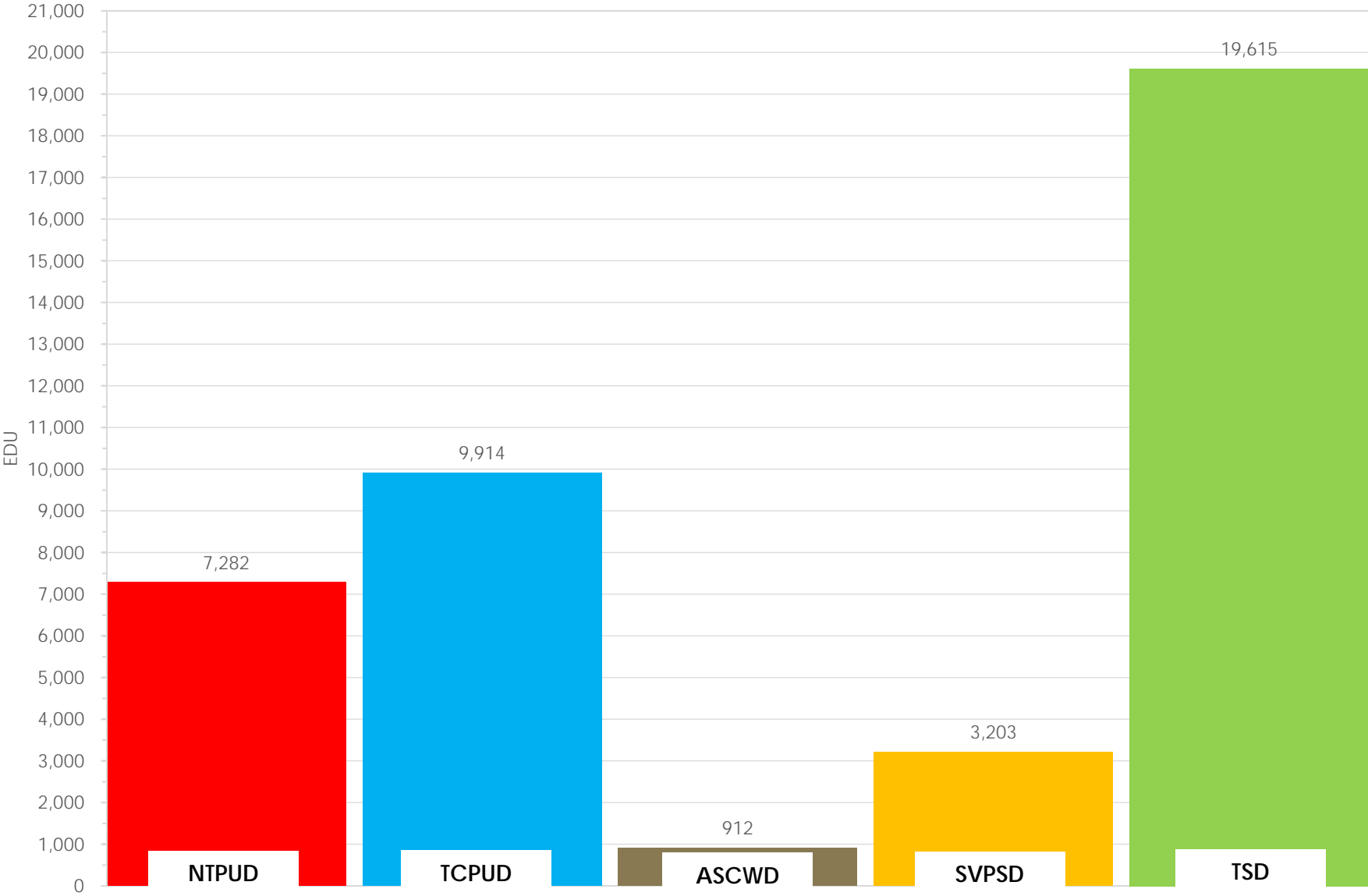
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
■ NTPUD	0	(1)	2	0	0	0	0	1	1	0	1	0
■ TCPUD	3	1	2	0	1	0	2	0	4	0	2	2
■ ASCWD	0	0	0	0	0	0	0	0	0	0	0	0
■ SVSPD	0	0	0	2	0	0	0	0	0	0	0	0
■ TSD	12	13	13	28	16	18	12	6	8	12	17	20

Other EDU Summary

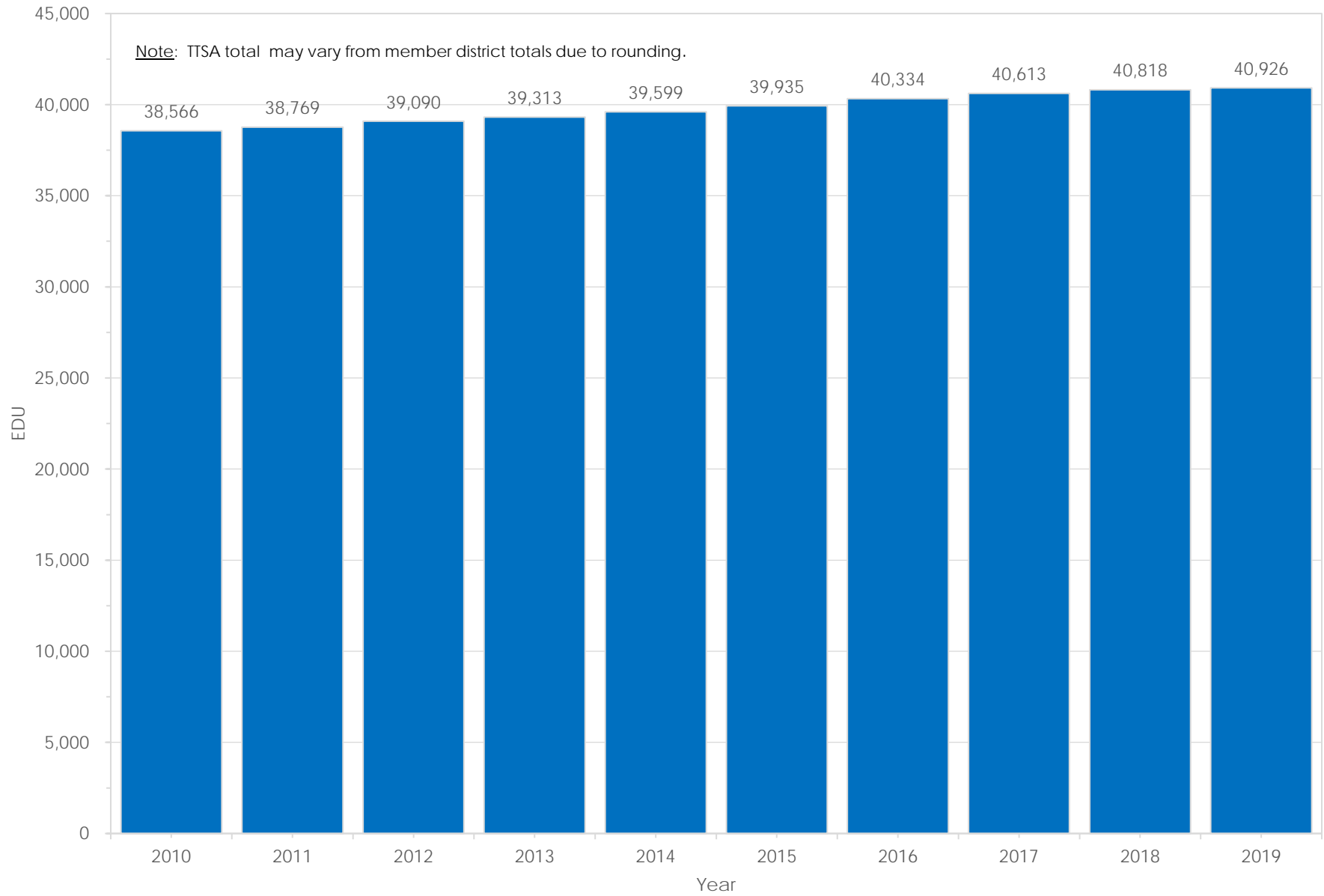


	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
■ NTPUD	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	(5.2)	0.0	0.0
■ TCPUD	0.0	0.0	0.0	0.0	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0
■ ASCWD	0.0	0.0	0.0	0.0	0.0	(1.0)	0.0	0.0	0.0	0.0	0.0	(0.0)
■ SVSPD	0.0	0.0	0.0	1.8	0.0	4.6	0.0	0.0	0.0	0.0	0.0	0.0
■ TSD	2.9	0.5	0.0	10.3	(0.2)	0.3	(0.3)	0.0	0.0	0.0	16.1	8.5

Current EDU Summary By Member District



Historical TTSA EDU Summary





TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: VI-2
Subject: General Manager Report

Continuing Projects/Work

- Management and staff continued revision of the employee handbook.
- Management and staff continued to assist with the Compensation and Classification Study.
- Management and staff continued to investigate options to become more efficient.
- Management and staff continued implementation of the new software programs.

Past Month Projects/Work

- Management attended the monthly member district luncheon.
- Management and staff continued preparation of fiscal year 2019-2020 budgets.
- Management and staff assisted with the AIMS program.
- Management met with TTAD to discuss parcel adjustments.
- Staff performed a site visit with the SEED team and attended a workshop in South Lake Tahoe.
- Management approved change order no.1 (attached) for the 2019 Root Removal project.

Review Tracking

Submitted By: 
LaRue Griffin
General Manager



TAHOE-TRUCKEE SANITATION AGENCY

A Public Agency
13720 Butterfield Drive
TRUCKEE, CALIFORNIA 96161
(530) 587-2525 • FAX (530) 587-5840

Directors

S. Lane Lewis: President
Dale Cox: Vice President
Jon Northrop
Dan Wilkins
Blake Tresan
General Manager
LaRue Griffin

CONTRACT MODIFICATION NO. 1
(Change Order)

The following additions, deletions or revisions to the Agreement by and between the Tahoe-Truckee Sanitation Agency and Mountain Pipeline Co. dated April 23, 2019 have been ordered and authorized:

ITEM	DESCRIPTION	COMPENSATION BASIS	COST
1	Agreement, Article 3.a, Term: REPLACE "June 30, 2019" with "October 15, 2019"	-	-
2	Exhibit A, Scope, Fifth Line: At end of sentence ending with the word "setups," INSERT ", unless otherwise approved by T-TSA."	-	-
3	Exhibit A, Payment: At end of second sentence, INSERT ", unless otherwise approved by T-TSA."	-	-
4	Exhibit A, Payment: Add third sentence "Fee for additional work performed on June 24, 2019 shall be \$800.00."	Lump Sum	\$800.00
5	Exhibit A, Term: At beginning of sentence, INSERT "Unless otherwise approved by T-TSA,"	-	-
6	Exhibit A, Term: At end of sentence, REPLACE "June 30, 2019" with "October 15, 2019"	-	-
Total Cost for Items 1 Through 6			\$800.00

ORIGINAL CONTRACT AMOUNT: \$1,600.00
CONTRACT MODIFICATION NO. 1 AMOUNT: \$800.00
REVISED CONTRACT AMOUNT: \$2,400.00

CONTRACT TIME ADJUSTMENT: **Revised as indicated herein**

All terms and conditions stipulated in the Contract Documents for the Agreement by and between the Tahoe-Truckee Sanitation Agency and Mountain Pipeline Co. dated April 23, 2019 are incorporated herein, except as provided in approved Contract Modifications.

ACCEPTED BY: *Mark Babbitt* 7-1-19
Mountain Pipeline Co. Date

APPROVED BY: *[Signature]* 7/1/19
Tahoe-Truckee Sanitation Agency Date



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: VII
Subject: Board of Director Comment

Background

Opportunity for directors to ask questions for clarification, make brief announcements and reports, provide information to staff, request staff to report back on a matter, or direct staff to place a matter on a subsequent agenda.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: VIII
Subject: Closed Session

1. Closed session for public employee discipline/dismissal/release.
2. Closed session conference with legal counsel -- anticipated litigation (Government Code section 54956.9(d)(2)). Significant exposure to litigation involving one potential case based on money damages claim filed by Philip Fay.



TAHOE-TRUCKEE SANITATION AGENCY

MEMORANDUM

Date: July 10, 2019
To: Board of Directors
From: LaRue Griffin, General Manager
Item: IX
Subject: Consideration of money damages claim filed by Philip Fay relating to alleged retaliation