



## TAMALPAIS COMMUNITY SERVICES DISTRICT

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### RESOLUTION NO. 2022-15

#### A RESOLUTION OF THE TAMALPAIS COMMUNITY SERVICES DISTRICT ADOPTING SALARY SCHEDULE FOR FY22-23

**WHEREAS**, the Tamalpais Community Service District (TCSD) wishes to create 5-step salary ranges for all its full-time employees except for those employees with employment agreements; and

**WHEREAS**, the previously adopted TCSD salary schedule did not have 5-step salary ranges; and

**WHEREAS**, TCSD's personnel policies will be amended to incorporate the performance review process for employees to receive a step increase.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Tamalpais Community Services District does hereby adopt the salary schedule for FY22-23 as shown in that attached Exhibit A.

**I HEREBY CERTIFY** that the foregoing resolution is a full, true, and correct copy of a resolution duly and regularly adopted and passed by the Board of Directors of the Tamalpais Community Services District, County of Marin, California, at a meeting thereof, held on the 10th day of August 2022, by the following vote:

AYES: 3 J. Brown, J. Jacobs, S. Levine

NAYS: 0

ABSENT: 2 S. Bartschat, M. McMahon

  
\_\_\_\_\_  
Steffen Bartschat, President

ATTEST:

  
\_\_\_\_\_  
Secretary, Tamalpais Community Services District

# Exhibit A

## SALARY/WAGE SCHEDULE as of 7/13/22

|  | Step A                | Step B        | Step C        | Step D        | Step E        |
|--|-----------------------|---------------|---------------|---------------|---------------|
| Sanitation, Maintenance & Solid Waste Worker<br>(cross trainee)* Hourly Wage | \$ 36.90              | \$ 38.84      | \$ 40.88      | \$ 43.04      | \$ 45.30      |
| Annual Salary/Wages  | \$ 76,746.04          | \$ 80,785.30  | \$ 85,037.16  | \$ 89,512.80  | \$ 94,224.00  |
| Drivers  | \$ 36.90              | \$ 38.84      | \$ 40.88      | \$ 43.04      | \$ 45.30      |
| Annual Salary/Wages  | \$ 76,746.04          | \$ 80,785.30  | \$ 85,037.16  | \$ 89,512.80  | \$ 94,224.00  |
| Events & Communications Coordinator  | \$ 32.89              | \$ 34.62      | \$ 36.45      | \$ 38.37      | \$ 40.38      |
| Annual Salary/Wages  | \$ 68,418.53          | \$ 72,019.50  | \$ 75,810.00  | \$ 79,800.00  | \$ 84,000.00  |
| Programs and Finance Manager   | \$ 53.45              | \$ 56.27      | \$ 59.23      | \$ 62.34      | \$ 65.63      |
| Annual Salary/Wages  | \$ 111,180.10         | \$ 117,031.69 | \$ 123,191.25 | \$ 129,675.00 | \$ 136,500.00 |
| Superintendent   | \$ 43.94              | \$ 46.25      | \$ 48.69      | \$ 51.25      | \$ 53.94      |
| Annual Salary/Wages  | \$ 91,391.67          | \$ 96,201.76  | \$ 101,265.01 | \$ 106,594.75 | \$ 112,205.00 |
| Assistant General Manager  | \$ 63.73              | \$ 67.09      | \$ 70.62      | \$ 74.33      | \$ 78.25      |
| Annual Salary/Wages  | \$ 132,560.89         | \$ 139,537.78 | \$ 146,881.88 | \$ 154,612.50 | \$ 162,750.00 |
| District Clerk/ Admin. Clerk   | \$ 32.99              | \$ 34.72      | \$ 36.55      | \$ 38.48      | \$ 40.50      |
| Annual Salary/Wages  | \$ 68,614.01          | \$ 72,225.27  | \$ 76,026.60  | \$ 80,028.00  | \$ 84,240.00  |
| Park Maintenance   | \$ 32.70              | \$ 34.42      | \$ 36.24      | \$ 38.14      | \$ 40.15      |
| Annual Salary/Wages  | \$ 68,021.05          | \$ 71,601.10  | \$ 75,369.58  | \$ 79,336.40  | \$ 83,512.00  |
| Facilities Attendant   | \$ 27.25              | \$ 28.69      | \$ 30.20      | \$ 31.79      | \$ 33.46      |
| Annual Salary/Wages  | \$ 56,687.03          | \$ 59,670.56  | \$ 62,811.11  | \$ 66,116.96  | \$ 69,596.80  |
| General Manager  | At Board's discretion |               |               |               | No Steps      |
| Annual Salary/Wages  |                       |               |               |               | \$ 106.01     |
|  |                       |               |               |               | \$ 220,500.00 |

### NOTES:

Note: Ranges for hourly and salaried employees were created using the top salary/wage as the top step E and reducing by 5% for each lower step. Annual wage/salary based on 2080 work hrs per year.

For some positions there were no existing ranges and for others there were ranges that were either compacted (i.e., less than 10% between the top and bottom) or too wide (i.e., more than 25% between top and bottom). The creation of 5-steps will create more appropriate ranges for the positions for future hires.

\* \$39 was the top of the range in FY18-19 according to job descriptions; applied CPI from FY19-20 to FY22-23; we discovered that there was a difference of \$0.03 per hour between the cross trainee and driver positions; to simplify future CPI calculations and in the interest of fairness, we made the range for cross trainees the same as the drivers.

|     | FY19/20 | FY20/21 | FY21/22 | FY22/23 |
|-----|---------|---------|---------|---------|
| CPI | 3.5%    | 2.9%    | 3.8%    | 5.0%    |