



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 (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%