

Compensation Study Questions

1. Can you provide the job classifications, number of current employees in each classification and pay ranges?

Please see the document titled “2024 Classification Salary Ranges”.

2. Can you provide a Benefits Summary?

Benefits package includes State of California Workers’ Compensation Insurance, California Public Employees’ Retirement System (CalPERS), California State Unemployment Insurance, Medicare, and Social Security plus an optional deferred retirement plan available. Tahoe RCD contributes 75% of health benefits and 100% of ancillary benefits for the employee only; eligible family members may be added to the plan but must be paid 100% by the employee.

Tahoe RCD offers 11 paid holidays, plus 2 floating holidays annually. The District’s paid time off policy accrual starts at 4.62 hours per 80 hours worked, up to 120 hours annually and increases based on years of service.

Employees are eligible for up to a 5% merit-based increase annually based favorable performance and available funding.

Tahoe RCD offers a hybrid work format; work may be performed partially from home.

3. Can the study meetings and final presentation be conducted fully remotely?

Yes, the entire study can be conducted virtually. If it is deemed necessary to meet in person, we will reimburse any expenses incurred.

4. Can you provide a copy of your Professional Services Agreement?

Please see the document titled “Tahoe RCD Agreement Example RFP”.