

COMPENSATION AND BENEFITS

Board of Directors, General Manager/CEO, Accountant

The North Tahoe Public Utility District in its efforts to maintain an open and communicative agency with its customers and the public provides for public scrutiny the compensation and benefits received by Public Officials both appointed and elected.

General Manager/CEO – Paul A. Schultz, P.E.

The General Manager/CEO is appointed by and serves at the pleasure of the Board of Directors of the North Tahoe Public Utility District and serves as the Chief Executive Officer of the District. The GM/CEO is responsible for the planning, directing, managing and oversight of the daily activities and operations of the District including engineering, planning, operations, parks, management services, and administrative support to the Board of Directors. Additional duties as appointed by the Board of Directors are Clerk of the Board and District Treasurer.

The District was formed and is regulated by the State of California Public Utilities Code - *Division 7 PUBLIC UTILITY DISTRICT ACT*. The Board of Directors pursuant to section 16111 of the Public Utility Code shall appoint the following officers:

- General Manager
- Accountant
- Treasurer
- Clerk of the Board

The Board of Directors may consolidate two or more offices in the same person pursuant to Section 16037 of the Public Utility Code.

The District does not have an Assistant or Deputy General Manager. This position was eliminated when the current General Manager/CEO began District reorganization. The General Manager/CEO compensation is set by contract and Ordinance by the Board of Directors, and the current **base annual salary is \$135,000**. The Board of Directors performs an annual employee evaluation of the General Manager/CEO by the first Board meeting in March. Based on the General Managers/CEO annual performance the Board may consider performance bonus and or a salary adjustment.

Medical and Retirement: The General Manager/CEO is included in the District's 2.0% @ 55 (3-year average) formula CalPERS retirement plan. The District contributes 15% of the 15.475% required contribution by the retirement plan. There are no post-retirement medical benefits. The District also participates in the International Union of Operating Engineers Stationary – Local 39 AFL-CIO Medical/Dental/Vision plan which contributes \$1,425 a month. The District also provides a Health Reimbursement (HRA) Benefit to all employees of \$1,500 annually.

Additional Benefits: The General Manager receives \$450 per month auto allowance for business use of a personal vehicle (in lieu of a District vehicle or mileage reimbursement). The General Manager/CEO receives 60 hours of Administrative Leave and (3) three weeks of vacation annually. Sick leave is accumulated at 96 hours per year. The District currently provides a District cell phone for business purposes, however the District will be providing a \$50 per month allowance in lieu of a District telephone. The General Manager/CEO receives an additional benefit upon separation of the sum (up to 8%) equal to the amount forfeited from the District adopted Public Employees' Retirement System plan.

Chief Financial Officer (Accountant) – Larry Marple

The Chief Financial Officer (Accountant) is appointed by and serves at the pleasure of the Board of Directors of the North Tahoe Public Utility District. The Accountant is responsible for the planning, directing and oversight of the daily financial activities and operations of the District.

The District was formed and is regulated by the State of California Public Utilities Code - *Division 7 PUBLIC UTILITY DISTRICT ACT*. The Board of Directors pursuant to section 16111 of the Public Utility Code shall appoint the following officers:

- General Manager
- Accountant
- Treasurer
- Clerk of the Board

The Accountant compensation is set by contract with the General Manager/Ceo and the current **base annual salary is \$114,434**. The General Manager/CEO performs an annual employee evaluation of the Accountant. The Accountant's position is at-will and salary may be adjusted by 3% every fiscal year. Per the terms of the Confirmation of Understanding, the base wage will be adjusted annually between 1%-6% as determined by a calculation of the average of the Western States Consumer Price Index, All Urban Consumers.

Medical and Retirement: The Accountant is included in the District's 2.0% @ 55 (3-year average) formula CalPERS retirement plan. The District contributes 15% of the 15.475% required contribution by the retirement plan. There are no post-retirement medical benefits. The District also participates in the International Union of Operating Engineers Stationary – Local 39 AFL-CIO Medical/Dental/Vision plan which contributes \$1,425 a month. The District also provides a Health Reimbursement (HRA) Benefit to all employees of \$1,500 annually.

Additional Benefits: The Accountant receives \$400 per month auto allowance for business use of a personal vehicle (in lieu of a District vehicle or mileage reimbursement). The Accountant receives 40 hours of Administrative Leave and (5) five weeks of vacation annually. Sick leave is accumulated at 96 hours per year.

Board of Directors

The Board of Directors receives \$400 per month per **not to exceed \$4,800 annually** pursuant to Section 16002 of the Public Utilities Code of the State of California. The Board may receive reimbursement for traveling and incidental business expenses while on District business. As an employee the Board may submit reimbursement for Medical/Dental/Vision costs from their insurance plans. The Board is not eligible to be covered by the Operating Engineers Health Plan. The Board receives no other paid District benefits, and are not included in the CalPERS retirement plan, and do not receive post retirement benefits.