

## WORKING SESSION RESULTS

### Participant Categories

CATEGORIES
Home Owners' Associations (HOAs)
Attractions (ski resorts, country clubs, etc.)
Municipalities
Local Truckee & Reno Employers
Public Entities (counties, school districts, park & recreations districts, etc.)
Hospitality
Other

### Selected Organizations

HOAs	ATTRACTIONS	MUNICIPALITIES	LOCAL EMPLOYERS	PUBLIC ENTITIES	OTHER
Martis Camp	Vail Resorts <sup>1</sup>	Town of Truckee	Hotels	Truckee Donner Public Utility District	Ritz Carlton
Lake Wildwood	Squaw Valley	Reno, NV	Casinos (Crystal Bay Casino, Tahoe Biltmore Casino)	Town of Truckee Parks & Recreation	Goodwill International <sup>1</sup>
Del Webb HOA	Donner Ski Ranch	Auburn, CA	Tahoe Forest Hospital		
California Association of Community Managers (CACM)	Granlibakken Ski Resort	Incline Village, NV (IVGID)	Truckee Donner Land Trust		
Alta Sierra			Tahoe Truckee Community Foundation		
Sea Ranch			Reno Renown Hospital		

<sup>1</sup> Those comparably sized

### Designated Contacts

ORGANIZATION	CONTACT
Martis Camp	Courtney Murrell
Goodwill Internationals	Michael Sullivan
CACM	Robb Etnyre
Vail Resorts	Megan Rodman
Tahoe Forest Hospital	Chuck Zipkin

## Data Sources

- 2015 Community Association Manager Compensation Salary Survey
- Professional Associations
  - Project Management Institute (Director Capital Projects)
  - IEEE (Director Capital Projects)
  - ASCE (Director Capital Projects)
  - National Contractors Association (Director Capital Projects)
  - FMI (Director Capital Projects)
  - Association of Food & Beverage Managers (Dir F & B)
  - Financial Executives International
  - International Facility Managers Association
  - California Association of Community Managers (CACM)
- Radford Salary Surveys
- [payscale.com](http://payscale.com)
- [salary.com](http://salary.com)
- [transparentcalifornia.com](http://transparentcalifornia.com) (towns w/ populations between 25,000 and 50,000 plus resort/ski communities)
  - Mammoth Mountain
- [myreno.com](http://myreno.com) (top 20 Reno employers)
- [guidestar.com](http://guidestar.com)

**Selected 990's (Non-Profit Organizations)**

- Martis Camp
- Lake Wildwood
- Del Webb HOA
- Alta Sierra
- Sea Ranch
- Tahoe Truckee Community Foundation
- Tahoe Forest Hospital
- Truckee Donner Land Trust
- Reno Renown Hospital
- Goodwill International

**Selected Public-Sector Websites**

- Town of Truckee
- Reno, NV
- Auburn, CA
- Incline Village, NV (IVGID)
- Truckee Donner Public Utility District
- Town of Truckee Parks & Recreation

**University-Based Programs (Hospitality)**

- University of San Francisco
- Chico State University
- Cornell University

## Next Steps

1. TDA Board adds to lists.
2. TDA Leadership team members add to lists.
3. Romanoff Consulting consolidates entries and creates final list.
4. Romanoff Consulting adds size and scope data to organizations selected (e.g., # employees, revenues, operating budget, location, population, etc.).
5. Romanoff Consulting determines compensation elements included in each data source (e.g., base salary, annual incentive/bonus, deferred compensation, stock, benefits, perquisites).
6. Romanoff Consulting determines cost and availability of published data sources.
7. Consolidated list, size/scope data, compensation elements, and cost sent to Board and members.
8. Board and members approve final list of surveys and organizations.
9. TDA purchases designated surveys.
10. Romanoff Consulting performs preliminary matching of TDA jobs to survey benchmarks.
11. TDA Board and members confirm benchmark job matching.
12. Romanoff Consulting creates database (using approved survey benchmarks and appropriate geographic and aging differentials).
13. Romanoff Consulting summarizes results.
14. Romanoff Consulting present results to Board and members.

**2017 Compensation Study Member's Working Session Attendees:**

1. Michael Bledsoe
2. Joe Bono
3. Jim Colbert
4. Marie Colbert
5. Jeffrey Connors
6. Tracie Connors
7. John Dundas
8. David Ewald
9. Pam Herman
10. Tim Herman
11. Jack Hudock
12. Sue Hudock
13. Jennifer Jennings
14. John Maciejewski
15. Rob McCray
16. Donald Morris
17. Courtney Murrell
18. Mark Peshoff
19. Cathy Ravano
20. Jim Stang
21. Michael Sullivan
22. Suzanne Sullivan
23. Karen Zazzi
24. Charles Zipkin