

INFORMATION



July 27, 2017

Issue: Compensation Study Update

Background: Below is an update of what Romanoff Consulting Inc., has done since the member workshop on May 13, 2017:

- Consolidated Tahoe Donner Association's lists of comparable organizations and potential survey sources.
- Searched and uncovered free compensation data sources for 7 Homeowner Associations, 5 Municipalities, and 4 Local Employers.
- Contacted 7 Professional Associations and 3 university hospitality programs inquiring about available data and compensation surveys.
- Identified and received 4 free Professional Association salary surveys from the 7 organizations contacted.
- Identified and evaluated 5 additional Professional Association surveys available for purchase (some of the 7 Professional Associations mentioned above offer more than one survey).
- Pulled free data from salary.com, Radford, and Payscale.
- Met with Payscale representative to determine the value and cost of purchasing that survey.
- Determined value and cost of purchasing additional data from salary.com, Radford, and Payscale.
- Determined purchasing Payscale (price = \$1,200) would be helpful and provide useful additional market data.
- Identified appropriate geographic and aging differentials.
- Mapped Tahoe Donner Association jobs to applicable survey benchmarks.
- Developed a master database broken down by the following industry sectors:
 - Homeowner Associations
 - Non-profits
 - Municipalities
 - General industry
- And including the following compensation elements:
 - Base salary
 - Annual incentive/bonus
 - Total cash compensation
 - Benefits
 - Deferred compensation

Below is a summary of next steps which Romanoff Consulting anticipates completing by the end of August:

1. Determine if any of the remaining 5 professional association surveys are worth purchasing (7/21).



INFORMATION



2. Determine which Del Webb Homeowner Association properties to include (7/21).
3. Tahoe Donner Associations approval to purchase the Payscale survey (granted).
4. Tahoe Donner Association approval to purchase recommended professional association surveys (Only one deemed useful, less than \$100; approval granted).
5. Submit Tahoe Donner Association data to Payscale (8/4).
6. Query the purchased databases and extract applicable salary data (8/11).
7. Analyze information and prepare individual market analyses (8/11).
8. Summarize findings and compare to Phase I results (8/18).
9. Prepare Phase II recommendations (8/18).
10. Present Phase II recommendations to the Board of Directors (August Board Meeting).

Below is a list of attractions and local employers that Romanoff Consulting will need help with contacting, should they be included in the Compensation Study:

1. Vail Resorts
2. Squaw Valley
3. Donner Ski Ranch
4. Granlibakken Ski Resort
5. Mammoth Mountain
6. Crystal Bay Casino
7. Tahoe Biltmore Casino

Romanoff Consulting is targeting preliminary findings in time for the August Board meeting. The date of the August Board meeting is yet to be determined.

Prepared By: Kent Romanoff, Romanoff Consulting Inc.

Reviewed By: Jeff Bonzon, Board of Directors Treasurer

Board Meeting Date: July 29, 2017

