

Donner Association - Pay Ranges

| Range | 2019 | | | | | | 10/7/2019 Proposed 2020 | | |
|-------|-------------|-------------|-------------|-------|------|------|-------------------------------|-------------|-------------|
| | | | | | | | | | |
| H1 | \$12.01 | \$12.54 | \$13.11 | 9.0% | 8.7% | 8.5% | \$13.00 | \$13.63 | \$14.22 |
| H2 | \$12.22 | \$12.77 | \$13.36 | 8.3% | 8.0% | 7.8% | \$13.24 | \$13.79 | \$14.41 |
| H3 | \$12.44 | \$12.98 | \$13.58 | 7.6% | 7.3% | 7.1% | \$13.38 | \$13.93 | \$14.54 |
| H4 | \$12.67 | \$13.23 | \$13.83 | 6.9% | 6.6% | 6.4% | \$13.54 | \$14.10 | \$14.72 |
| H5 | \$12.89 | \$13.46 | \$14.09 | 6.2% | 5.9% | 5.7% | \$13.69 | \$14.26 | \$14.89 |
| H6 | \$13.14 | \$13.91 | \$14.70 | 5.4% | 5.1% | 4.9% | \$13.84 | \$14.62 | \$15.42 |
| H7 | \$13.62 | \$14.88 | \$16.16 | 4.6% | 4.3% | 1.1% | \$14.25 | \$15.52 | \$16.34 |
| H8 | \$13.87 | \$15.39 | \$16.93 | 3.9% | 3.6% | 3.4% | \$14.40 | \$15.94 | \$17.50 |
| H9 | \$14.12 | \$15.92 | \$17.75 | 3.0% | 2.7% | 2.5% | \$14.55 | \$16.35 | \$18.19 |
| H10 | \$14.38 | \$16.48 | \$18.60 | 3.4% | 3.1% | 2.9% | \$14.86 | \$16.99 | \$19.13 |
| H11 | \$14.64 | \$17.07 | \$19.49 | 2.9% | 2.6% | 2.4% | \$15.07 | \$17.52 | \$19.96 |
| H12 | \$15.07 | \$17.75 | \$20.43 | 3.1% | 2.8% | 2.6% | \$15.54 | \$18.24 | \$20.96 |
| H13 | \$15.79 | \$18.60 | \$21.41 | 3.1% | 2.8% | 2.6% | \$16.28 | \$19.12 | \$21.96 |
| H14 | \$16.55 | \$19.49 | \$22.44 | 3.1% | 2.8% | 2.6% | \$17.07 | \$20.03 | \$23.02 |
| H15 | \$17.35 | \$20.43 | \$23.52 | 3.0% | 2.7% | 2.5% | \$17.87 | \$20.98 | \$24.11 |
| H16 | \$18.18 | \$21.41 | \$24.64 | 2.9% | 2.6% | 2.4% | \$18.71 | \$21.97 | \$25.23 |
| H17 | \$19.05 | \$22.44 | \$25.82 | 2.9% | 2.6% | 2.4% | \$19.61 | \$23.02 | \$26.44 |
| H18 | \$19.97 | \$23.51 | \$27.07 | 2.9% | 2.6% | 2.4% | \$20.55 | \$24.12 | \$27.72 |
| H19 | \$20.92 | \$24.64 | \$28.36 | 3.0% | 2.7% | 2.5% | \$21.55 | \$25.30 | \$29.07 |
| H20 | \$21.93 | \$25.82 | \$29.72 | 3.1% | 2.8% | 2.6% | \$22.60 | \$26.53 | \$30.48 |
| S16 | \$3,861.68 | \$4,131.14 | \$4,392.13 | 11.0% | 5.5% | 3.0% | \$4,284.80 | \$4,357.47 | \$4,523.89 |
| S17 | \$3,947.61 | \$4,223.44 | \$4,489.73 | 10.0% | 5.0% | 3.0% | \$4,342.37 | \$4,434.62 | \$4,624.42 |
| S18 | \$4,017.63 | \$4,298.77 | \$4,569.30 | 9.0% | 4.5% | 3.0% | \$4,379.21 | \$4,492.21 | \$4,706.38 |
| S19 | \$4,097.20 | \$4,383.64 | \$4,660.53 | 8.0% | 4.0% | 3.0% | \$4,424.97 | \$4,558.98 | \$4,800.35 |
| S20 | \$4,179.95 | \$4,472.75 | \$4,768.75 | 7.0% | 3.5% | 3.0% | \$4,472.54 | \$4,629.30 | \$4,911.81 |
| S21 | \$4,263.76 | \$4,561.87 | \$5,007.45 | 6.0% | 3.0% | 3.0% | \$4,519.58 | zzz | \$5,157.67 |
| S22 | \$4,348.63 | \$4,653.11 | \$5,252.52 | 5.0% | 3.0% | 3.0% | \$4,566.06 | \$4,792.70 | \$5,410.09 |
| S23 | \$4,435.62 | \$4,746.47 | \$5,520.92 | 4.0% | 3.0% | 3.0% | \$4,613.05 | \$4,888.86 | \$5,686.55 |
| S24 | \$4,523.68 | \$4,839.83 | \$5,802.06 | 3.0% | 3.0% | 3.0% | \$4,659.39 | \$4,985.02 | \$5,976.12 |
| S25 | \$4,614.92 | \$4,937.43 | \$6,078.96 | 3.0% | 3.0% | 3.0% | \$4,753.36 | \$5,085.55 | \$6,261.33 |
| S26 | \$4,670.08 | \$5,530.47 | \$6,390.86 | 3.0% | 3.0% | 3.0% | \$4,810.18 | \$5,696.39 | \$6,582.59 |
| S27 | \$4,903.48 | \$5,807.37 | \$6,710.19 | 3.0% | 3.0% | 3.0% | \$5,050.58 | \$5,981.59 | \$6,911.50 |
| S28 | \$5,148.55 | \$6,096.99 | \$7,045.44 | 3.0% | 3.0% | 3.0% | \$5,303.00 | \$6,279.90 | \$7,256.80 |
| S29 | \$5,406.35 | \$6,402.53 | \$7,397.66 | 3.0% | 3.0% | 3.0% | \$5,568.54 | \$6,594.61 | \$7,619.59 |
| S30 | \$5,676.88 | \$6,721.86 | \$7,767.91 | 3.0% | 3.0% | 3.0% | \$5,847.18 | \$6,923.52 | \$8,000.95 |
| S31 | \$5,961.20 | \$7,058.17 | \$8,156.20 | 3.0% | 3.0% | 3.0% | \$6,140.03 | \$7,269.91 | \$8,400.89 |
| S32 | \$6,258.25 | \$7,411.45 | \$8,564.65 | 3.0% | 3.0% | 3.0% | \$6,446.00 | \$7,633.79 | \$8,821.59 |
| S33 | \$6,571.21 | \$7,781.70 | \$8,992.19 | 3.0% | 3.0% | 3.0% | \$6,768.35 | \$8,015.15 | \$9,261.95 |
| S34 | \$6,900.09 | \$8,171.05 | \$9,442.01 | 3.0% | 3.0% | 3.0% | \$7,107.10 | \$8,416.18 | \$9,725.27 |
| S35 | \$7,244.89 | \$8,579.50 | \$9,914.11 | 3.0% | 3.0% | 3.0% | \$7,462.23 | \$8,836.88 | \$10,211.53 |
| S36 | \$7,607.71 | \$9,008.10 | \$10,409.55 | 3.0% | 3.0% | 3.0% | \$7,835.95 | \$9,278.34 | \$10,721.84 |
| S37 | \$7,987.52 | \$9,458.98 | \$10,930.45 | 3.0% | 3.0% | 3.0% | \$8,227.14 | \$9,742.75 | \$11,258.37 |
| S38 | \$8,387.48 | \$9,932.15 | \$11,476.82 | 3.0% | 3.0% | 3.0% | \$8,639.10 | \$10,230.11 | \$11,821.12 |
| S39 | \$8,806.53 | \$10,428.65 | \$12,050.76 | 3.0% | 3.0% | 3.0% | \$9,070.73 | \$10,741.51 | \$12,412.29 |
| S40 | \$9,246.80 | \$10,950.61 | \$12,653.35 | 3.0% | 3.0% | 3.0% | \$9,524.21 | \$11,279.13 | \$13,032.95 |
| S41 | \$9,709.36 | \$11,496.97 | \$13,285.65 | 3.0% | 3.0% | 3.0% | \$10,000.64 | \$11,841.88 | \$13,684.22 |
| S42 | \$10,195.25 | \$12,071.98 | \$13,949.77 | 3.0% | 3.0% | 3.0% | \$10,501.11 | \$12,434.14 | \$14,368.27 |
| S43 | \$10,704.48 | \$12,676.69 | \$14,647.85 | 3.0% | 3.0% | 3.0% | \$11,025.62 | \$13,056.99 | \$15,087.28 |
| S44 | \$11,240.24 | \$13,310.05 | \$15,379.87 | 3.0% | 3.0% | 3.0% | \$11,577.44 | \$13,709.35 | \$15,841.26 |
| S45 | \$11,801.45 | \$13,975.24 | \$16,149.02 | 3.0% | 3.0% | 3.0% | \$12,155.50 | \$14,394.49 | \$16,633.49 |
| S46 | \$12,392.37 | \$14,674.37 | \$16,956.36 | 3.0% | 3.0% | 3.0% | \$12,764.14 | \$15,114.60 | \$17,465.06 |
| S47 | \$13,011.94 | \$15,407.45 | \$17,804.02 | 3.0% | 3.0% | 3.0% | \$13,402.30 | \$15,869.67 | \$18,338.14 |
| S48 | \$13,662.27 | \$16,177.66 | \$18,694.12 | 3.0% | 3.0% | 3.0% | \$14,072.14 | \$16,662.99 | \$19,254.94 |
| S49 | \$14,345.49 | \$17,622.61 | \$19,628.77 | 3.0% | 3.0% | 3.0% | \$14,775.85 | \$18,151.29 | \$20,217.63 |
| S50 | \$15,062.66 | \$17,835.85 | \$20,610.10 | 3.0% | 3.0% | 3.0% | \$15,514.54 | \$18,370.93 | \$21,228.41 |
| S51 | \$15,815.90 | \$18,728.07 | \$21,640.24 | 3.0% | 3.0% | 3.0% | \$16,290.37 | \$19,289.91 | \$22,289.45 |
| S52 | \$16,606.27 | \$19,663.78 | \$22,721.30 | 3.0% | 3.0% | 3.0% | \$17,104.46 | \$20,253.69 | \$23,402.93 |
| S53 | \$17,436.95 | \$20,647.24 | \$23,857.52 | 3.0% | 3.0% | 3.0% | \$17,960.06 | \$21,266.65 | \$24,573.24 |

Tahoe Donner Associaton
Pay Ranges by Job Code - NonExempt (Hourly)

| Range # | Job Code | Position | 2019 | | | 10/7/2019 DRAFT 2020 | | | \$ Change | | | % Change | | |
|-----------|-----------------|---|----------------|----------------|----------------|-------------------------|---------|---------|-----------|--------|--------|----------|------|------|
| | | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max |
| H1 | | | \$12.00 | \$12.53 | \$13.10 | \$13.00 | \$13.63 | \$14.22 | \$1.00 | \$1.10 | \$1.12 | 8.3% | 8.8% | 8.5% |
| | 101 | Bartender | | | | | | | | | | | | |
| | 571 | Boot Fitter | | | | | | | | | | | | |
| | 180 | Camp Assistant/Counselor | | | | | | | | | | | | |
| | 41 | Camp Asst.- Equestrian | | | | | | | | | | | | |
| | 160 | Cook I (F&B) (not Lodge/Alder Creek Cafe) | | | | | | | | | | | | |
| | 402 | Lift Attendant ? (see 9 for lift ops DHS 400) ?active | | | | | | | | | | | | |
| | 469 | Member Services Intern | | | | | | | | | | | | |
| | 500 DH / 643 XC | Parking Attendant | | | | | | | | | | | | |
| | 510 | Pony Attendant | | | | | | | | | | | | |
| | 130 | Cashier - Winter F & B | | | | | | | | | | | | |
| | 134 | Special Events Staff | | | | | | | | | | | | |
| | 710 | Terrain Park Attendant | | | | | | | | | | | | |
| | 750 | Waitstaff | | | | | | | | | | | | |
| | 570 | XC Rental Fitter | | | | | | | | | | | | |
| | 645 | XC Ski Shop Personnel | | | | | | | | | | | | |
| H2 | | | \$12.15 | \$12.69 | \$13.28 | \$13.24 | \$13.79 | \$14.41 | \$1.09 | \$1.10 | \$1.13 | 8.9% | 8.7% | 8.5% |
| | 183 | Campground Assistant | | | | | | | | | | | | |
| | 163 | Cook House Host | | | | | | | | | | | | |
| | 279 | Groomer Apprentice | | | | | | | | | | | | |
| | 290 | Host The Lodge | | | | | | | | | | | | |
| | 539 | Marketing Intern | | | | | | | | | | | | |
| | 769 | Outside Service/Golf Cart att/runner (120 - golf) | | | | | | | | | | | | |
| | 702 | Swim Instructor aid/Water Safety Aide | | | | | | | | | | | | |
| | 115 | Waitstaff Assistant | | | | | | | | | | | | |
| H3 | | | \$12.30 | \$12.83 | \$13.42 | \$13.38 | \$13.93 | \$14.54 | \$1.08 | \$1.10 | \$1.12 | 8.8% | 8.6% | 8.3% |
| | 90 | Beach Attendant I | | | | | | | | | | | | |
| | 459 | Help Desk Intern | | | | | | | | | | | | |
| | 652 | Snack Bar Attendant/Bev Cart (170 Summer F&B) | | | | | | | | | | | | |
| H4 | | | \$12.45 | \$13.00 | \$13.59 | \$13.54 | \$14.10 | \$14.72 | \$1.09 | \$1.10 | \$1.13 | 8.8% | 8.5% | 8.3% |
| | | Cashier trailer /ACAC cashier | | | | | | | | | | | | |
| | 572 | Rental Cashier | | | | | | | | | | | | |
| | 570 | Rental Fitter | | | | | | | | | | | | |
| | | Scanning Attendant | | | | | | | | | | | | |
| | | Sport Shop Clerk - Downhill (retail) | | | | | | | | | | | | |
| H5 | | | \$12.60 | \$13.16 | \$13.77 | \$13.69 | \$14.26 | \$14.89 | \$1.09 | \$1.10 | \$1.12 | 8.7% | 8.3% | 8.1% |
| | 91 | Beach Attendant II | | | | | | | | | | | | |
| | 552 | Bicycle Attendant | | | | | | | | | | | | |
| | 553 | Bicycle Guide | | | | | | | | | | | | |
| | | Jr. Safety Patrol Trainee | | | | | | | | | | | | |
| | 100 | Lead Bartender (Lodge) | | | | | | | | | | | | |
| | 365 | Lead Waitstaff - banquets/POTH | | | | | | | | | | | | |
| | | The Lodge Server/Trainer -Lead | | | | | | | | | | | | |
| | 629 | XC Ski Instructor, Non-certified | | | | | | | | | | | | |
| | 575 | XC Wax Technician | | | | | | | | | | | | |
| H6 | | | \$12.75 | \$13.50 | \$14.27 | \$13.84 | \$14.62 | \$15.42 | \$1.09 | \$1.12 | \$1.15 | 8.6% | 8.3% | 8.0% |
| | 295 | Childcare Assistant | | | | | | | | | | | | |
| | 160 | Cook I (Lodge & Alder Creek Café) | | | | | | | | | | | | |
| | 210 | Driving Range Attendant | | | | | | | | | | | | |
| | 270 | Greenskeeper I | | | | | | | | | | | | |
| | 440 | Marshal | | | | | | | | | | | | |
| | | Office helper | | | | | | | | | | | | |
| | 771 | Players Assistant | | | | | | | | | | | | |
| | 131 | Pool BBQ Attendant | | | | | | | | | | | | |
| | 565 | Recreation Leader/Host | | | | | | | | | | | | |
| | 212 | Ski Mechanic 1 (rental shop) | | | | | | | | | | | | |
| | 680 | Starter | | | | | | | | | | | | |
| | 291 | Tennis Host I | | | | | | | | | | | | |
| | 414 | Tennis Maintenance | | | | | | | | | | | | |
| | 292 | Trout Creek Host | | | | | | | | | | | | |
| | 279 | Under 10 Pro I | | | | | | | | | | | | |
| H7 | | | \$13.15 | \$14.37 | \$15.15 | \$14.25 | \$15.52 | \$16.34 | \$1.10 | \$1.15 | \$1.19 | 8.4% | 8.0% | 7.8% |
| | 120 | Camp Leader | | | | | | | | | | | | |
| | 161 | Cook II | | | | | | | | | | | | |
| | 190 | Custodian I | | | | | | | | | | | | |
| | 340 | Equestrian Laborer | | | | | | | | | | | | |
| | 752 | Food Trailer Attendant | | | | | | | | | | | | |
| | | Front of House Shift Supervisor | | | | | | | | | | | | |
| | | Junior Safety Patroller | | | | | | | | | | | | |
| | 413 | Maintenance Worker Seasonal | | | | | | | | | | | | |
| | 129 | Pool BBQ Shift Supervisor | | | | | | | | | | | | |
| | 200 | Prep Cook/Dishwasher | | | | | | | | | | | | |
| | 520 | Pro Shop Personnel - Golf Ops | | | | | | | | | | | | |
| | 133 | Recreation Assistant Supervisor | | | | | | | | | | | | |
| | 213 | Ski Mechanic II (rental shop) | | | | | | | | | | | | |
| | 670 | Snowplay Attendant | | | | | | | | | | | | |
| | 015 | Summer F&B Supervisor (170 - pool & golf) | | | | | | | | | | | | |
| | 286 | Tennis Host II | | | | | | | | | | | | |
| | | Trout Creek Host II | | | | | | | | | | | | |
| | 298 | Under 10 Pro II | | | | | | | | | | | | |
| | 630 | XC Ski Instructor Level I | | | | | | | | | | | | |
| | 415 | XC Snow Removal | | | | | | | | | | | | |
| H8 | | | \$13.30 | \$14.77 | \$16.24 | \$14.40 | \$15.94 | \$17.50 | \$1.10 | \$1.17 | \$1.26 | 8.3% | 7.9% | 7.8% |
| | | Day Camp Asst Supervisor | | | | | | | | | | | | |
| | 380 | Lifeguard | | | | | | | | | | | | |
| | 284 | XC Groomer I | | | | | | | | | | | | |
| H9 | | | \$13.45 | \$15.16 | \$16.90 | \$14.55 | \$16.35 | \$18.19 | \$1.10 | \$1.19 | \$1.29 | 8.2% | 7.9% | 7.6% |
| | 191 | Custodian II | | | | | | | | | | | | |
| | 271 | Greenskeeper II | | | | | | | | | | | | |
| | 400 | Lift Operator | | | | | | | | | | | | |
| | 449 | Mechanic helper | | | | | | | | | | | | |
| | 260 | Outside Services Supervisor (golf) | | | | | | | | | | | | |
| | 092 | Sailing Instructor | | | | | | | | | | | | |
| | 299 | Ski/Snowboard Instructor, Non-certified | | | | | | | | | | | | |

Tahoe Donner Associaton
Pay Ranges by Job Code - NonExempt (Hourly)

| Range # | Job Code | Position | 2019 | | | 10/7/2019 DRAFT 2020 | | | \$ Change | | | % Change | | | | | |
|------------|----------|---|----------------|----------------|----------------|-------------------------|---------|---------|-----------|--------|--------|----------|------|------|--|--|--|
| | | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | | | |
| | 671 | Snowplay Supervisor | | | | | | | | | | | | | | | |
| | 700 | Swim Instructor (Group)/Lifeguard - WSI | | | | | | | | | | | | | | | |
| | 287 | Tennis Social Coordinator/Coordinator | | | | | | | | | | | | | | | |
| | 730 | Ticket Seller I | | | | | | | | | | | | | | | |
| | 245 | Trail Worker I | | | | | | | | | | | | | | | |
| | 760 | Wrangler | | | | | | | | | | | | | | | |
| H10 | | | \$13.75 | \$15.76 | \$17.78 | \$14.86 | \$16.99 | \$19.13 | \$1.11 | \$1.23 | \$1.35 | 8.1% | 7.8% | 7.6% | | | |
| | 095 | Assistant Golf Pro | | | | | | | | | | | | | | | |
| | 089 | Boat Launch Monitor | | | | | | | | | | | | | | | |
| | 240 | Forestry Worker I | | | | | | | | | | | | | | | |
| | 281 | Groomer I/Terrain Park Groomer | | | | | | | | | | | | | | | |
| | 387 | Lead Lifeguard | | | | | | | | | | | | | | | |
| | 502 | Lead Parking Attendant | | | | | | | | | | | | | | | |
| | | Marketing Assistant I | | | | | | | | | | | | | | | |
| H11 | | | \$13.95 | \$16.26 | \$18.57 | \$15.07 | \$17.52 | \$19.96 | \$1.12 | \$1.26 | \$1.39 | 8.0% | 7.7% | 7.5% | | | |
| | 554 | Bicycle Mechanic | | | | | | | | | | | | | | | |
| | 162 | Cook III (Lodge/Alder Creek start at \$14.85) | | | | | | | | | | | | | | | |
| | 751 | Food Trailer Supervisor | | | | | | | | | | | | | | | |
| | 272 | Greenkeepers III | | | | | | | | | | | | | | | |
| | 310 | Irrigation Technician | | | | | | | | | | | | | | | |
| | 350 | Landscape Gardner | | | | | | | | | | | | | | | |
| | 703 | Lead WSI | | | | | | | | | | | | | | | |
| | 619 | Snowplay Ski Patrol | | | | | | | | | | | | | | | |
| | 731 | Ticket Seller II | | | | | | | | | | | | | | | |
| | 246 | Trail Worker II | | | | | | | | | | | | | | | |
| | 631 | XC Ski Instructor Level II | | | | | | | | | | | | | | | |
| | 626 | XC Ski Patroller I | | | | | | | | | | | | | | | |
| H12 | | | \$14.40 | \$16.95 | \$19.51 | \$15.54 | \$18.24 | \$20.96 | \$1.14 | \$1.29 | \$1.45 | 7.9% | 7.6% | 7.4% | | | |
| | | Assistant Campground Manager | | | | | | | | | | | | | | | |
| | | Assistant Kitchen Supervisor (ACAC) | | | | | | | | | | | | | | | |
| | 158 | Baker (ACAC) | | | | | | | | | | | | | | | |
| | 560 | Bike Instructor I | | | | | | | | | | | | | | | |
| | | Communications Assistant | | | | | | | | | | | | | | | |
| | 235 | Forestry Aide I | | | | | | | | | | | | | | | |
| | 241 | Forestry Worker II | | | | | | | | | | | | | | | |
| | 379 | Head Lifeguard | | | | | | | | | | | | | | | |
| | 401 | Lead Lift Operator (start at \$14) | | | | | | | | | | | | | | | |
| | 410 | Maintenance Worker I | | | | | | | | | | | | | | | |
| | | Marketing Assistant II | | | | | | | | | | | | | | | |
| | 415 | Seasonal Snow Removal | | | | | | | | | | | | | | | |
| | 300 | Ski/Snowboard Instructor Level I(start at \$14) | | | | | | | | | | | | | | | |
| | 247 | Trail Worker III | | | | | | | | | | | | | | | |
| H13 | | | \$15.10 | \$17.79 | \$20.47 | \$16.28 | \$19.12 | \$21.96 | \$1.18 | \$1.33 | \$1.49 | 7.8% | 7.5% | 7.3% | | | |
| | 141 | Accounting Clerk | | | | | | | | | | | | | | | |
| | 182 | Aquatics Coordinator | | | | | | | | | | | | | | | |
| | 052 | Beach Supervisor | | | | | | | | | | | | | | | |
| | 294 | Childcare Coordinator | | | | | | | | | | | | | | | |
| | 192 | Custodian III | | | | | | | | | | | | | | | |
| | 467 | Equestrian Camp Instructor | | | | | | | | | | | | | | | |
| | 468 | Equestrian Lesson Instructor | | | | | | | | | | | | | | | |
| | 466 | Equestrian Office Associate | | | | | | | | | | | | | | | |
| | 236 | Forestry Aide II | | | | | | | | | | | | | | | |
| | 282 | Groomer II | | | | | | | | | | | | | | | |
| | 461 | Help Desk Technician | | | | | | | | | | | | | | | |
| | 775 | Human Resources Assistant | | | | | | | | | | | | | | | |
| | 296 | Jr. Tennis Coordinator | | | | | | | | | | | | | | | |
| | 293 | Lead Host (Trout Creek) | | | | | | | | | | | | | | | |
| | 276 | Lead Snowmaker | | | | | | | | | | | | | | | |
| | 465 | Office Associate I | | | | | | | | | | | | | | | |
| | | Rental Shop Asst. Mgr - Downhill | | | | | | | | | | | | | | | |
| | 574 | XC Rental Shop Supervisor | | | | | | | | | | | | | | | |
| | 627 | XC Ski Patroller II | | | | | | | | | | | | | | | |
| H14 | | | \$15.85 | \$18.65 | \$21.47 | \$17.07 | \$20.03 | \$23.02 | \$1.22 | \$1.38 | \$1.55 | 7.7% | 7.4% | 7.2% | | | |
| | 705 | Accounting Technician I | | | | | | | | | | | | | | | |
| | 167 | DSL Floor Shift Supervisor | | | | | | | | | | | | | | | |
| | 082 | Equestrian Supervisor | | | | | | | | | | | | | | | |
| | 165 | P.O.T.H. Floor supervisor | | | | | | | | | | | | | | | |
| | 619 | Ski Patroller I | | | | | | | | | | | | | | | |
| H15 | | | \$16.60 | \$19.56 | \$22.51 | \$17.87 | \$20.98 | \$24.11 | \$1.27 | \$1.42 | \$1.60 | 7.6% | 7.3% | 7.1% | | | |
| | 561 | Bike Instructor II | | | | | | | | | | | | | | | |
| | 184 | Camp Coordinator | | | | | | | | | | | | | | | |
| | | Communications Associate | | | | | | | | | | | | | | | |
| | 099 | Dir golf instruction | | | | | | | | | | | | | | | |
| | 237 | Forestry Aide III | | | | | | | | | | | | | | | |
| | 242 | Forestry Worker III | | | | | | | | | | | | | | | |
| | 537 | Group Sales Representative | | | | | | | | | | | | | | | |
| | 732 | Lead Ticket Seller | | | | | | | | | | | | | | | |
| | 167 | Lodge Floor Shift Supervisor | | | | | | | | | | | | | | | |
| | | Marina & POTH Supervisor | | | | | | | | | | | | | | | |
| | 609/610 | Shuttle Bus Driver | | | | | | | | | | | | | | | |
| | 620 | Ski Patroller II | | | | | | | | | | | | | | | |
| | 301 | Ski/Snowboard Inst Level II (start @\$16/hr) | | | | | | | | | | | | | | | |
| | 303 | Snowsports Coach (start @\$16.50/hr) | | | | | | | | | | | | | | | |
| | 766 | Sous Chef/Marina Snack Bar | | | | | | | | | | | | | | | |
| | 628 | XC & Ski/Snowboard School Supervisor | | | | | | | | | | | | | | | |
| | 632 | XC Ski Instructor Level III (start @\$18/hr) | | | | | | | | | | | | | | | |
| H16 | | | \$17.40 | \$20.49 | \$23.58 | \$18.71 | \$21.97 | \$25.23 | \$1.31 | \$1.48 | \$1.65 | 7.5% | 7.2% | 7.0% | | | |
| | 706 | Accounting Technician II (AP/ PR) | | | | | | | | | | | | | | | |
| | 048 | ASO Associate Inspector | | | | | | | | | | | | | | | |
| | 470 | ASO Office Assoc II | | | | | | | | | | | | | | | |
| | 047 | Building Inspector | | | | | | | | | | | | | | | |
| | 765 | Human Resources Coordinator | | | | | | | | | | | | | | | |
| | 330 | Kitchen Supervisor (ski hill) | | | | | | | | | | | | | | | |
| | 280 | Lead Groomer | | | | | | | | | | | | | | | |
| | 411 | Maintenance Worker II | | | | | | | | | | | | | | | |

Tahoe Donner Associaton
Pay Ranges by Job Code - NonExempt (Hourly)

| Range # | Job Code | Position | 2019 | | | 10/7/2019 DRAFT 2020 | | | \$ Change | | | % Change | | | | | |
|------------|----------|--|----------------|----------------|----------------|-------------------------|---------|---------|-----------|--------|--------|----------|------|------|--|--|--|
| | | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | | | |
| | 470 | Office Associate II | | | | | | | | | | | | | | | |
| | 450 | Vehicle Mechanic I | | | | | | | | | | | | | | | |
| | 111 | XC Center Assistant Mgr | | | | | | | | | | | | | | | |
| H17 | | | \$18.25 | \$21.50 | \$24.73 | \$19.61 | \$23.02 | \$26.44 | \$1.36 | \$1.52 | \$1.71 | 7.4% | 7.1% | 6.9% | | | |
| | 019 | Trail Ranger | | | | | | | | | | | | | | | |
| | 123 | 2 nd Asst Golf Superintendent | | | | | | | | | | | | | | | |
| | 562 | Bike Instructor III | | | | | | | | | | | | | | | |
| | 302 | Ski/Snowboard Ins level III (start @\$18/hr) | | | | | | | | | | | | | | | |
| | 625 | XC Ski School Director | | | | | | | | | | | | | | | |
| H18 | | | \$19.15 | \$22.54 | \$25.95 | \$20.55 | \$24.12 | \$27.72 | \$1.40 | \$1.58 | \$1.77 | 7.3% | 7.0% | 6.8% | | | |
| | 707 | Accounting Technician III/Sr. Accountant | | | | | | | | | | | | | | | |
| | 186 | Aquatics Supervisor | | | | | | | | | | | | | | | |
| | 471 | ASO Office Associate III | | | | | | | | | | | | | | | |
| | 026 | Capital Projects Coordinator | | | | | | | | | | | | | | | |
| | | Content Coordinator | | | | | | | | | | | | | | | |
| | 185 | Day Camp Supervisor | | | | | | | | | | | | | | | |
| | 244 | Forestry Worker IV | | | | | | | | | | | | | | | |
| | 540 | Graphic Designer | | | | | | | | | | | | | | | |
| | 768 | HR Specialist | | | | | | | | | | | | | | | |
| | 535 | Interactive Media Designer | | | | | | | | | | | | | | | |
| | 549 | Recreation Supervisor | | | | | | | | | | | | | | | |
| | 573 | Rental Shop Supervisor | | | | | | | | | | | | | | | |
| | 456 | Retail Rental Coordinator | | | | | | | | | | | | | | | |
| | 592 | Safety Coordinator | | | | | | | | | | | | | | | |
| | 393 | Ski Area Mechanic I | | | | | | | | | | | | | | | |
| | 451 | Vehicle Mechanic II | | | | | | | | | | | | | | | |
| H19 | | | \$20.10 | \$23.67 | \$27.24 | \$21.55 | \$25.30 | \$29.07 | \$1.45 | \$1.63 | \$1.83 | 7.2% | 6.9% | 6.7% | | | |
| | 150 | Compliance Inspector | | | | | | | | | | | | | | | |
| | 215 | Executive Assistant | | | | | | | | | | | | | | | |
| | 211 | Golf Mechanic | | | | | | | | | | | | | | | |
| | 277 | Grooming and Snowmaker Manager | | | | | | | | | | | | | | | |
| | 536 | Lead Graphic Designer | | | | | | | | | | | | | | | |
| | 390 | Lift Operations Supervisor | | | | | | | | | | | | | | | |
| | 412 | Maintenance Worker III | | | | | | | | | | | | | | | |
| | 395 | Ski Area Mechanic II | | | | | | | | | | | | | | | |
| H20 | | | \$21.10 | \$24.84 | \$28.59 | \$22.60 | \$26.53 | \$30.48 | \$1.50 | \$1.69 | \$1.89 | 7.1% | 6.8% | 6.6% | | | |
| | | ASO Supervisor | | | | | | | | | | | | | | | |
| | 551 | Bicycle Program Manager | | | | | | | | | | | | | | | |
| | 104 | Field Supervisor (Maintenance) | | | | | | | | | | | | | | | |
| | 396 | Lead Ski Area Mechanic | | | | | | | | | | | | | | | |
| | | Lift Mechanic Manager | | | | | | | | | | | | | | | |
| | 480 | Mountain Operations Supervisor | | | | | | | | | | | | | | | |
| | 050 | Network Admin | | | | | | | | | | | | | | | |
| | 763 | Purchasing Coordinator | | | | | | | | | | | | | | | |
| | | Security/Loss Prevention Manager | | | | | | | | | | | | | | | |
| | 621 | Ski Patrol Director | | | | | | | | | | | | | | | |
| | 463 | Sr. Support Analyst | | | | | | | | | | | | | | | |
| | 542 | Staff Photographer | | | | | | | | | | | | | | | |
| | 460 | Systems Administrator | | | | | | | | | | | | | | | |
| | 452 | Vehicle Mechanic III | | | | | | | | | | | | | | | |

**Tahoe Donner Association
2020 Salary Ranges
10/7/2019 Draft**

| Range | Job Title | 2020 | | | | | | | | |
|-----------|--|-----------|-----------|-----------|-----------|----------|----------|---------|---------|---------|
| | | Per Year | | | Per Month | | | Per Pay | | |
| | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max |
| 16 | Camp Coordinator Event Coordinator | \$51,418 | \$52,290 | \$54,287 | \$4,285 | \$4,357 | \$4,524 | \$2,142 | \$2,179 | \$2,262 |
| 17 | Campground Manager *XC Assistant Manager | \$52,108 | \$53,215 | \$55,493 | \$4,342 | \$4,435 | \$4,624 | \$2,171 | \$2,217 | \$2,312 |
| 18 | *Asst Equestrian Manager *Asst Marina Manager | \$52,551 | \$53,907 | \$56,477 | \$4,379 | \$4,492 | \$4,706 | \$2,190 | \$2,246 | \$2,353 |
| 19 | *Recreation Supervisor *Ticket Office Supervisor (Winter) | \$53,100 | \$54,708 | \$57,604 | \$4,425 | \$4,559 | \$4,800 | \$2,212 | \$2,279 | \$2,400 |
| 20 | *Communications Coordinator *First Assistant Golf Professional *Rental Manager (Winter) *Retail Manager (Winter) Service Manager (the Lodge) | \$53,671 | \$55,552 | \$58,942 | \$4,473 | \$4,629 | \$4,912 | \$2,236 | \$2,315 | \$2,456 |
| 21 | Assistant Trout Creek Manager Asst. Golf Superintendent Sous Chef | \$54,235 | \$56,385 | \$61,892 | \$4,520 | \$4,699 | \$5,158 | \$2,260 | \$2,349 | \$2,579 |
| 22 | POTH Chef | \$54,793 | \$57,512 | \$64,921 | \$4,566 | \$4,793 | \$5,410 | \$2,283 | \$2,396 | \$2,705 |
| 23 | POTH Manager | \$55,357 | \$58,666 | \$68,239 | \$4,613 | \$4,889 | \$5,687 | \$2,307 | \$2,444 | \$2,843 |
| 24 | Human Resources Supervisor | \$55,913 | \$59,820 | \$71,713 | \$4,659 | \$4,985 | \$5,976 | \$2,330 | \$2,493 | \$2,988 |
| 25 | Banquet Manager *Design Manager Reserve Project Manager | \$57,040 | \$61,027 | \$75,136 | \$4,753 | \$5,086 | \$6,261 | \$2,377 | \$2,543 | \$3,131 |
| 26 | Alder Creek Chef Asst Forestry Manager *Equestrian Manager Ticket, Rental & Retail Manager | \$57,722 | \$68,357 | \$78,991 | \$4,810 | \$5,696 | \$6,583 | \$2,405 | \$2,848 | \$3,291 |
| 27 | Golf Operations Manager Member Services Manager | \$60,607 | \$71,779 | \$82,938 | \$5,051 | \$5,982 | \$6,911 | \$2,525 | \$2,991 | \$3,456 |
| 28 | Accounting Manager Tennis Manager/Director of Tennis | \$63,636 | \$75,359 | \$87,082 | \$5,303 | \$6,280 | \$7,257 | \$2,652 | \$3,140 | \$3,628 |
| 29 | Asst Director of Operations Mountain Operations Manager Marina Manager Sr. Project Manager Trail Manager Winter F&B Manager | \$66,822 | \$79,135 | \$91,435 | \$5,569 | \$6,595 | \$7,620 | \$2,784 | \$3,297 | \$3,810 |
| 30 | ASO Manager Trout Creek Manager | \$70,166 | \$83,082 | \$96,011 | \$5,847 | \$6,924 | \$8,001 | \$2,924 | \$3,462 | \$4,000 |
| 31 | Ski & Snowboard School Manager | \$73,680 | \$87,239 | \$100,811 | \$6,140 | \$7,270 | \$8,401 | \$3,070 | \$3,635 | \$4,200 |
| 32 | Director of Golf Head Golf Professional General Manager (The Lodge) Marketing Communication Manager | \$77,352 | \$91,605 | \$105,859 | \$6,446 | \$7,634 | \$8,822 | \$3,223 | \$3,817 | \$4,411 |
| 33 | Controller System Admin/Help Desk Manager | \$81,220 | \$96,182 | \$111,143 | \$6,768 | \$8,015 | \$9,262 | \$3,384 | \$4,008 | \$4,631 |
| 34 | | \$85,285 | \$100,994 | \$116,703 | \$7,107 | \$8,416 | \$9,725 | \$3,554 | \$4,208 | \$4,863 |
| 35 | Executive Chef (The Lodge) XC Manager | \$89,547 | \$106,043 | \$122,538 | \$7,462 | \$8,837 | \$10,212 | \$3,731 | \$4,418 | \$5,106 |
| 36 | Maintenance Manager | \$94,031 | \$111,340 | \$128,662 | \$7,836 | \$9,278 | \$10,722 | \$3,918 | \$4,639 | \$5,361 |
| 37 | | \$98,726 | \$116,913 | \$135,100 | \$8,227 | \$9,743 | \$11,258 | \$4,114 | \$4,871 | \$5,629 |
| 38 | Golf Course Superintendent | \$103,669 | \$122,761 | \$141,853 | \$8,639 | \$10,230 | \$11,821 | \$4,320 | \$5,115 | \$5,911 |
| 39 | Downhill Ski Manager | \$108,849 | \$128,898 | \$148,947 | \$9,071 | \$10,742 | \$12,412 | \$4,535 | \$5,371 | \$6,206 |

**Tahoe Donner Association
2020 Salary Ranges
10/7/2019 Draft**

| Range | Job Title | 2020 | | | | | | | | |
|-----------|--|-----------|-----------|-----------|-----------|----------|----------|---------|----------|----------|
| | | Per Year | | | Per Month | | | Per Pay | | |
| | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max |
| 40 | Forester | \$114,291 | \$135,350 | \$156,395 | \$9,524 | \$11,279 | \$13,033 | \$4,762 | \$5,640 | \$6,516 |
| 41 | Director of F&B | \$120,008 | \$142,103 | \$164,211 | \$10,001 | \$11,842 | \$13,684 | \$5,000 | \$5,921 | \$6,842 |
| 42 | Director of Human Resources | \$126,013 | \$149,210 | \$172,419 | \$10,501 | \$12,434 | \$14,368 | \$5,251 | \$6,217 | \$7,184 |
| 43 | Director of IT | \$132,307 | \$156,684 | \$181,047 | \$11,026 | \$13,057 | \$15,087 | \$5,513 | \$6,528 | \$7,544 |
| 44 | Director of Marketing & Communications | \$138,929 | \$164,512 | \$190,095 | \$11,577 | \$13,709 | \$15,841 | \$5,789 | \$6,855 | \$7,921 |
| 45 | Director of Capital Projects | \$145,866 | \$172,734 | \$199,602 | \$12,155 | \$14,394 | \$16,633 | \$6,078 | \$7,197 | \$8,317 |
| 46 | Director of Facilities & Risk Management | \$153,170 | \$181,375 | \$209,581 | \$12,764 | \$15,115 | \$17,465 | \$6,382 | \$7,557 | \$8,733 |
| 47 | Director of Operations | \$160,828 | \$190,436 | \$220,058 | \$13,402 | \$15,870 | \$18,338 | \$6,701 | \$7,935 | \$9,169 |
| 48 | Director of Finance and Accounting | \$168,866 | \$199,956 | \$231,059 | \$14,072 | \$16,663 | \$19,255 | \$7,036 | \$8,331 | \$9,627 |
| 49 | | \$177,310 | \$217,815 | \$242,612 | \$14,776 | \$18,151 | \$20,218 | \$7,388 | \$9,076 | \$10,109 |
| 50 | | \$186,174 | \$220,451 | \$254,741 | \$15,515 | \$18,371 | \$21,228 | \$7,757 | \$9,185 | \$10,614 |
| 51 | | \$195,484 | \$231,479 | \$267,473 | \$16,290 | \$19,290 | \$22,289 | \$8,145 | \$9,645 | \$11,145 |
| 52 | | \$205,253 | \$243,044 | \$280,835 | \$17,104 | \$20,254 | \$23,403 | \$8,552 | \$10,127 | \$11,701 |
| 53 | General Manager | \$215,521 | \$255,200 | \$294,879 | \$17,960 | \$21,267 | \$24,573 | \$8,980 | \$10,633 | \$12,287 |