



Tamalpais Community Services District

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AGENDA

TAMALPAIS COMMUNITY SERVICES DISTRICT MEETING OF THE TCSD BOARD OF DIRECTORS

Friday, June 10, 2011

10:00 am

TCSD MAIN OFFICE

305 Bell Lane, Mill Valley

1. **ROLL CALL:** President, Steffen Bartschat, Directors: Jim Jacobs, Linda Johnson, Gretchen Stagg and Jeff Brown

2. **APPROVE AGENDA**

3. **PUBLIC EXPRESSION**

Members of the public are invited to address the Board concerning topics, which are not listed on the Agenda (If an item is agendaized, interested persons may address the Board during the Board's consideration of that item). Speakers should understand that except in very limited situations, State law precludes the Board from taking action on or engaging in extended deliberations concerning items of business which are not on the Agenda. Consequently, if further consideration is required, the Board may refer the matter to its staff or direct that the subject be added to an agenda for a future meeting. The Board reserves the right to limit the time devoted to this portion of the Agenda and to limit the duration of speakers' presentations.

4. **CONVENE TO CLOSED SESSION**

CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to subdivision (b) of Government Code Section 54956.9: (Number of potential cases: 1)1 case

Facts and circumstances: Letter from Paul Davis, dated May 19, 2011

5. **REPORTABLE ACTIONS**

6. **GENERAL BUSINESS:**

A. 2011/2012 Budget Discussion - Jon Elam/Jerry Taylor

7. **ADDITIONAL BOARD DISCUSSION AND COMMENTS**

8. **ADJOURNMENT**

CURRENT SALARY LEVELS JUNE 2011

	Hourly	Basic Salary June 2011								
Basic Salary										
Bomotti, Gene	\$ 28.82	\$ 59,946								
Bostan, David	\$ 28.82	\$ 59,946								
Buchholz, Carol	\$ 41.78	\$ 86,902								
Bunce, Bob	\$ 36.67	\$ 76,274								
Elam, Jon	\$ 65.49	\$ 136,219								
Estupinan, Servando	\$ 26.20	\$ 54,496								
Johnson, Terry	\$ 26.20	\$ 54,496								
Laughter, Claudia	\$ 25.68	\$ 53,414								
Mencarelli, Mark	\$ 26.20	\$ 54,496								
Pella, Michael	\$ 26.20	\$ 54,496								
Sanfilippo, Vince	\$ 31.44	\$ 65,395								
Taylor, Jerry	\$ 33.00	\$ 68,640								
Dollar Total		\$ 824,720								
FTE Total										

	Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
	30%	50%	20%	\$ 17,984	\$ 29,973	\$ 11,989	\$ 59,946
	50%	33%	17%	\$ 29,973	\$ 19,782	\$ 10,191	\$ 59,946
	5%	5%	90%	\$ 4,345	\$ 4,345	\$ 78,212	\$ 86,902
	80%	10%	10%	\$ 61,019	\$ 7,627	\$ 7,627	\$ 76,274
	40%	40%	20%	\$ 54,488	\$ 54,488	\$ 27,244	\$ 136,219
	0%	100%	0%	\$ -	\$ 54,496	\$ -	\$ 54,496
	0%	0%	100%	\$ -	\$ -	\$ 54,496	\$ 54,496
	30%	30%	40%	\$ 16,024	\$ 16,024	\$ 21,366	\$ 53,414
	0%	100%	0%	\$ -	\$ 54,496	\$ -	\$ 54,496
	0%	100%	0%	\$ -	\$ 54,496	\$ -	\$ 54,496
	0%	100%	0%	\$ -	\$ 65,395	\$ -	\$ 65,395
	21%	49%	30%	\$ 14,414	\$ 33,634	\$ 20,592	\$ 68,640
				\$ 198,247	\$ 394,756	\$ 231,717	\$ 824,720
	2.56	6.17	3.27				

Salary Components for Full Time Employees

Original 2010-11 Budget (Before COLA and Bonus)				
	Sanitation	Refuse	Parks & Recreation	Total
Standard Salary	\$ 194,918	\$ 388,104	\$ 227,828	\$ 810,850
Plus Foreman Differential	\$ 824	\$ 1,133	\$ 103	\$ 2,060
Plus Holiday Compensation	\$ -	\$ 4,285	\$ -	\$ 4,285
Plus Excess Vacation Paid	\$ 5,526	\$ 8,533	\$ 2,341	\$ 16,400
Plus Bonus	\$ -	\$ -	\$ -	\$ -
Equals Base for Retirement	\$ 201,268	\$ 402,055	\$ 230,272	\$ 833,595
Plus Overtime	\$ 1,122	\$ 21,022	\$ 1,430	\$ 23,574
Salaries Full Time Employees	\$ 202,390	\$ 423,077	\$ 231,702	\$ 857,169

2011 - 12 Proposed Budget				
	Sanitation	Refuse	Parks & Recreation	Total
	\$ 198,247	\$ 394,756	\$ 231,717	\$ 824,720
	\$ 1,320	\$ 1,100	\$ -	\$ 2,420
	\$ -	\$ 4,400	\$ -	\$ 4,400
	\$ 4,460	\$ 12,285	\$ 6,755	\$ 23,500
	\$ -	\$ -	\$ -	\$ -
	\$ 204,027	\$ 412,541	\$ 238,472	\$ 855,040
	\$ 1,720	\$ 18,990	\$ 5,990	\$ 26,700
	\$ 205,747	\$ 431,531	\$ 244,462	\$ 881,740

Benefits for Full Time Employees

Original 2010-11 Budget (Before COLA and Bonus)				
	Sanitation	Refuse	Parks & Recreation	Total
Retirement Programs	\$ 74,377	\$ 161,625	\$ 93,200	\$ 329,202
Medical Programs	\$ 37,470	\$ 89,663	\$ 43,966	\$ 171,099
Dental Program	\$ 3,226	\$ 8,368	\$ 4,109	\$ 15,703
Social Security (TCSD portion)	\$ 12,548	\$ 26,231	\$ 14,365	\$ 53,144
Medicare (TCSD portion)	\$ 2,935	\$ 6,135	\$ 3,360	\$ 12,430
Life Insurance Program	\$ 322	\$ 716	\$ 287	\$ 1,325
Total Benefits	\$ 130,878	\$ 292,738	\$ 159,287	\$ 582,903

2011 - 12 Proposed Budget				
	Sanitation	Refuse	Parks & Recreation	Total
	\$ 60,360	\$ 135,782	\$ 79,446	\$ 275,588
	\$ 34,732	\$ 89,305	\$ 42,691	\$ 166,727
	\$ 3,294	\$ 8,546	\$ 4,196	\$ 16,037
	\$ 12,756	\$ 26,755	\$ 15,157	\$ 54,668
	\$ 2,983	\$ 6,257	\$ 3,545	\$ 12,785
	\$ 322	\$ 716	\$ 287	\$ 1,325
	\$ 114,448	\$ 267,361	\$ 145,321	\$ 527,130

Overtime

	10-11 Actual	11 - 12 Estimate
Bomotti, Gene	\$ 4,352	\$ 5,500
Bostian, David	\$ 519	\$ 700
Buchholz, Carol	\$ 7,395	\$ 5,000
Bunce, Bob	\$ -	\$ -
Elam, Jon	\$ -	\$ -
Estupian, Servando	\$ 2,941	\$ 3,000
Johnson, Terry	\$ -	\$ -
Laughter, Claudia	\$ 2,432	\$ 3,000
Mencarelli, Mark	\$ 3,056	\$ 3,000
Pella, Michael	\$ 1,310	\$ 3,000
Sanfilippo, Vince	\$ 3,199	\$ 3,500
Taylor, Jerry	\$ -	\$ -
Total	\$ 25,204	\$ 26,700

2011 - 12 Proposed Budget							
	Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
	0%	100%	0%	\$ -	\$ 5,500	\$ -	\$ 5,500
	100%	0%	0%	\$ 700	\$ -	\$ -	\$ 700
	0%	0%	100%	\$ -	\$ -	\$ 5,000	\$ 5,000
	100%	0%	0%	\$ -	\$ -	\$ -	\$ -
	40%	40%	20%	\$ -	\$ -	\$ -	\$ -
	0%	100%	0%	\$ -	\$ 3,000	\$ -	\$ 3,000
	0%	0%	100%	\$ -	\$ -	\$ -	\$ -
	34%	33%	33%	\$ 1,020	\$ 990	\$ 990	\$ 3,000
	0%	100%	0%	\$ -	\$ 3,000	\$ -	\$ 3,000
	0%	100%	0%	\$ -	\$ 3,000	\$ -	\$ 3,000
	0%	100%	0%	\$ -	\$ 3,500	\$ -	\$ 3,500
	21%	49%	30%	\$ -	\$ -	\$ -	\$ -
				\$ 1,720	\$ 18,990	\$ 5,990	\$ 26,700

Vacation Hours Paid

	11 - 12 Estimate
Bomotti, Gene	\$ 1,500
Bostan, David	\$ 1,500
Buchholz, Carol	\$ 5,000
Bunce, Bob	\$ -
Elam, Jon	\$ 7,000
Estupinan, Servando	\$ 1,500
Johnson, Terry	\$ -
Laughter, Claudia	\$ -
Mencarelli, Mark	\$ 2,000
Pella, Michael	\$ -
Sanfilippo, Vince	\$ 4,000
Taylor, Jerry	\$ 1,000
Total	\$ 23,500

2011 - 12 Proposed Budget						
Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
30%	50%	20%	\$ 450	\$ 750	\$ 300	\$ 1,500
50%	33%	17%	\$ 750	\$ 495	\$ 255	\$ 1,500
5%	5%	90%	\$ 250	\$ 250	\$ 4,500	\$ 5,000
80%	10%	10%	\$ -	\$ -	\$ -	\$ -
40%	40%	20%	\$ 2,800	\$ 2,800	\$ 1,400	\$ 7,000
0%	100%	0%	\$ -	\$ 1,500	\$ -	\$ 1,500
0%	0%	100%	\$ -	\$ -	\$ -	\$ -
30%	30%	40%	\$ -	\$ -	\$ -	\$ -
0%	100%	0%	\$ -	\$ 2,000	\$ -	\$ 2,000
0%	100%	0%	\$ -	\$ -	\$ -	\$ -
0%	100%	0%	\$ -	\$ 4,000	\$ -	\$ 4,000
21%	49%	30%	\$ 210	\$ 490	\$ 300	\$ 1,000
			\$ 4,460	\$ 12,285	\$ 6,755	\$ 23,500

Compensation in Lieu of Holiday

	09-10	EST for Bud
Four Refuse Workers	\$ 4,279.00	\$ 4,400.00
Details on separate sheet		
Bomotti, Gene	5	4.55%
Estupinan, Servando	25	22.73%
Mencarelli, Mark	25	22.73%
Pella, Michael	25	22.73%
Sanfilippo, Vince	30	27.27%
Total	110	100.00%

2011 - 12 Proposed Budget						
Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
0%	100%	0%	\$ -	\$ 4,400	\$ -	\$ 4,400
			\$ -	\$ 200	\$ -	\$ 200
			\$ -	\$ 1,000	\$ -	\$ 1,000
			\$ -	\$ 1,000	\$ -	\$ 1,000
			\$ -	\$ 1,000	\$ -	\$ 1,000
			\$ -	\$ 1,200	\$ -	\$ 1,200
			\$ -	\$ 4,400	\$ -	\$ 4,400

Substitute Foreman Pay

	Hours	Salary Differential
for Sanitation Supervisor	240	\$ 5.50
for Refuse Supervisor	200	\$ 5.50
Total		

2011 - 12 Proposed Budget						
Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
100%	0%	0%	\$ 1,320	\$ -	\$ -	\$ 1,320
0%	100%	0%	\$ -	\$ 1,100	\$ -	\$ 1,100
			\$ 1,320	\$ 1,100	\$ -	\$ 2,420

Medical

Assumes 8% Increase January 1 2012

	Current		4%	2011 - 12 Proposed Budget			Total			
	Monthly	Current Annual, plus 5%		Sanitation Share	Refuse Share	Park & Rec Share		Sanitation	Refuse	Parks & Recreation
Bomotti, Gene	\$ 566.28	\$ 7,067		30%	50%	20%	\$ 2,120	\$ 3,534	\$ 1,413	\$ 7,067
Bostan, David	\$ 1,506.31	\$ 18,799		50%	33%	17%	\$ 9,399	\$ 6,204	\$ 3,196	\$ 18,799
Buchholz, Carol	\$ 1,506.31	\$ 18,799		5%	5%	90%	\$ 940	\$ 940	\$ 16,919	\$ 18,799
Bunce, Bob	\$ 1,132.56	\$ 14,134		80%	10%	10%	\$ 11,307	\$ 1,413	\$ 1,413	\$ 14,134
Elam, Jon *	\$ 556.28	\$ 6,942		40%	40%	20%	\$ 2,777	\$ 2,777	\$ 1,388	\$ 6,942
Estupinan, Servando	\$ 1,506.31	\$ 18,799		0%	100%	0%	\$ -	\$ 18,799	\$ -	\$ 18,799
Johnson, Terry	\$ 566.28	\$ 7,067		0%	0%	100%	\$ -	\$ -	\$ 7,067	\$ 7,067
Laughter, Claudia	\$ 1,132.56	\$ 14,134		30%	30%	40%	\$ 4,240	\$ 4,240	\$ 5,654	\$ 14,134
Mencarelli, Mark	\$ 1,506.31	\$ 18,799		0%	100%	0%	\$ -	\$ 18,799	\$ -	\$ 18,799
Pella, Michael **	\$ 741.48	\$ 9,254		0%	100%	0%	\$ -	\$ 9,254	\$ -	\$ 9,254
Sanfilippo, Vince	\$ 1,132.56	\$ 14,134		0%	100%	0%	\$ -	\$ 14,134	\$ -	\$ 14,134
Taylor, Jerry	\$ 1,506.31	\$ 18,799		21%	49%	30%	\$ 3,948	\$ 9,211	\$ 5,640	\$ 18,799
Total		\$ 166,727					\$ 34,732	\$ 89,305	\$ 42,691	\$ 166,727

* Paid Directly to Employee
 ** Kaiser and Supplement to Employee

Dental

Assumes 8% Increase January 1 2012

	Current		4%	2011 - 12 Proposed Budget			Total			
	Monthly	Current Annual, plus 5%		Sanitation Share	Refuse Share	Park & Rec Share		Sanitation	Refuse	Parks & Recreation
Bomotti, Gene	\$ 52.76	\$ 658		30%	50%	20%	\$ 198	\$ 329	\$ 132	\$ 658
Bostan, David	\$ 155.36	\$ 1,939		50%	33%	17%	\$ 969	\$ 640	\$ 330	\$ 1,939
Buchholz, Carol	\$ 155.36	\$ 1,939		5%	5%	90%	\$ 97	\$ 97	\$ 1,745	\$ 1,939
Bunce, Bob	\$ 99.05	\$ 1,236		80%	10%	10%	\$ 989	\$ 124	\$ 124	\$ 1,236
Elam, Jon	\$ 52.76	\$ 658		40%	40%	20%	\$ 263	\$ 263	\$ 132	\$ 658
Estupinan, Servando	\$ 155.36	\$ 1,939		0%	100%	0%	\$ -	\$ 1,939	\$ -	\$ 1,939
Johnson, Terry	\$ 52.76	\$ 658		0%	0%	100%	\$ -	\$ -	\$ 658	\$ 658
Laughter, Claudia	\$ 99.05	\$ 1,236		30%	30%	40%	\$ 371	\$ 371	\$ 494	\$ 1,236
Mencarelli, Mark	\$ 155.36	\$ 1,939		0%	100%	0%	\$ -	\$ 1,939	\$ -	\$ 1,939
Pella, Michael	\$ 52.76	\$ 658		0%	100%	0%	\$ -	\$ 658	\$ -	\$ 658
Sanfilippo, Vince	\$ 99.05	\$ 1,236		0%	100%	0%	\$ -	\$ 1,236	\$ -	\$ 1,236
Taylor, Jerry	\$ 155.36	\$ 1,939		21%	49%	30%	\$ 407	\$ 950	\$ 582	\$ 1,939
Total		\$ 16,037					\$ 3,294	\$ 8,546	\$ 4,196	\$ 16,037

MCERA Retirement -- Employer Share

		2011 - 12 Proposed Budget				2011 - 12 Proposed Budget			
Employee Name	Base Salaries	Foreman Diff + Holiday In Lieu + Vacation Pay	Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
Bonotti, Gene	\$ 59,946	\$ 1,700	30%	50%	20%	\$ 4,146	\$ 6,910	\$ 2,764	\$ 13,821
Bostian, David	\$ 59,946	\$ 2,820	50%	33%	17%	\$ 7,036	\$ 4,644	\$ 2,392	\$ 14,072
Buchholz, Carol	\$ 86,902	\$ 5,000	5%	5%	90%	\$ 1,030	\$ 1,030	\$ 18,544	\$ 20,605
Bunce, Bob	\$ 76,274	\$ -	80%	10%	10%	\$ 13,680	\$ 1,710	\$ 1,710	\$ 17,101
Estupinan, Servando	\$ 54,496	\$ 3,600	0%	100%	0%	\$ -	\$ 13,025	\$ -	\$ 13,025
Johnson, Terry	\$ 54,496	\$ -	0%	0%	100%	\$ -	\$ -	\$ 12,218	\$ 12,218
Laughter, Claudia	\$ 53,414	\$ -	30%	30%	40%	\$ 3,593	\$ 3,593	\$ 4,790	\$ 11,976
Mencarelli, Mark	\$ 54,496	\$ 3,000	0%	100%	0%	\$ -	\$ 12,891	\$ -	\$ 12,891
Pella, Michael	\$ 54,496	\$ 1,000	0%	100%	0%	\$ -	\$ 12,442	\$ -	\$ 12,442
Sanfilippo, Vince	\$ 65,395	\$ 5,200	0%	100%	0%	\$ -	\$ 15,827	\$ -	\$ 15,827
Taylor, Jerry	\$ 68,640	\$ 1,000	21%	49%	30%	\$ 3,279	\$ 7,651	\$ 4,684	\$ 15,613
Dollar Total	\$ 688,501	\$ 23,320				\$ 32,764	\$ 79,723	\$ 47,103	\$ 159,590

MCERA Retirement -- Employee Share

		2011 - 12 Proposed Budget				2011 - 12 Proposed Budget			
Employee Name	Base Salaries	Foreman Diff + Holiday In Lieu + Vacation Pay	Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
Bonotti, Gene	\$ 59,946	\$ 1,700	30%	50%	20%	\$ 2,088	\$ 3,480	\$ 1,392	\$ 6,960
Bostian, David	\$ 59,946	\$ 2,820	50%	33%	17%	\$ 2,501	\$ 1,651	\$ 850	\$ 5,002
Buchholz, Carol	\$ 86,902	\$ 5,000	5%	5%	90%	\$ 543	\$ 543	\$ 9,768	\$ 10,854
Bunce, Bob	\$ 76,274	\$ -	80%	10%	10%	\$ -	\$ -	\$ -	\$ -
Estupinan, Servando	\$ 54,496	\$ 3,600	0%	100%	0%	\$ -	\$ 5,699	\$ -	\$ 5,699
Johnson, Terry	\$ 54,496	\$ -	0%	0%	100%	\$ -	\$ -	\$ 6,316	\$ 6,316
Laughter, Claudia	\$ 53,414	\$ -	30%	30%	40%	\$ 1,501	\$ 1,501	\$ 2,002	\$ 5,005
Mencarelli, Mark	\$ 54,496	\$ 3,000	0%	100%	0%	\$ -	\$ 5,773	\$ -	\$ 5,773
Pella, Michael	\$ 54,496	\$ 1,000	0%	100%	0%	\$ -	\$ 6,066	\$ -	\$ 6,066
Sanfilippo, Vince	\$ 65,395	\$ 5,200	0%	100%	0%	\$ -	\$ 8,182	\$ -	\$ 8,182
Taylor, Jerry	\$ 68,640	\$ 1,000	21%	49%	30%	\$ 1,651	\$ 3,853	\$ 2,359	\$ 7,862
Total	\$ 688,501	\$ 23,320				\$ 8,284	\$ 36,747	\$ 22,687	\$ 67,719

TCSD "Employer" Share	\$ 159,590
TCSD "Employee" Share	\$ 67,719
Total TCSD - MCERA	\$ 227,309

ICMA Retirement -- Jon Flam

						2011 - 12 Proposed Budget				
	Base Salaries	Foreman Diff + Holiday In Lieu + Vacation Pay	Individual Employee Rates	Sanitation Share	Refuse Share	Park & Rec Share	Sanitation	Refuse	Parks & Recreation	Total
Employer Share	\$ 136,219	\$ 7,000	22.42%	40%	40%	20%	\$ 12,844	\$ 12,844	\$ 6,422	\$ 32,110
Employee Share	\$ 136,219	\$ 7,000	11.29%	40%	40%	20%	\$ 6,468	\$ 6,468	\$ 3,234	\$ 16,169
										\$ 48,279

MCERA Plus ICMA

MCERA Plus ICMA, Employer and Employee Shares		2011 - 12 Proposed Budget			
		Sanitation	Refuse	Parks & Recreation	Total
		\$ 60,360	\$ 135,782	\$ 79,446	\$ 275,588

Effect of 5% Contingency

June 3 2011

	2011 - 12 Proposed Budget			
	Sanitation	Refuse	Parks & Recreation	Total
All Pay for Full Time Employees	\$ 205,747	\$ 431,531	\$ 244,462	\$ 881,740
Retirement	\$ 60,360	\$ 135,782	\$ 79,446	\$ 275,588
Social Security Employer Portion	\$ 12,756	\$ 26,755	\$ 15,157	\$ 54,668
Medicare Employer Portion	\$ 2,983	\$ 6,257	\$ 3,545	\$ 12,785
Total Elements Affected by Salary Change	\$ 281,847	\$ 600,325	\$ 342,609	\$ 1,224,781
5%	\$ 14,092	\$ 30,016	\$ 17,130	\$ 61,239

