



TAMALPAIS COMMUNITY SERVICES DISTRICT

305 Bell Lane, Mill Valley, CA 94941 ♦ 415.388.6393 ♦ Fax: 415.388.4168
info@tamcsd.org ♦ www.tamcsd.org

TCSD BOARD OF DIRECTORS WORK SESSION AND CLOSED SESSION

MINUTES

WEDNESDAY, JANUARY 26, 2022 AT 8:30AM

1. CALL TO ORDER

2. ROLL CALL President Steffen Bartschat

Directors: Vice President Jeff Brown, Directors Jim Jacobs, Steve Levine, and Matt McMahon

Staff Present: General Manager Heather Abrams; Assistant General Manager Alan Shear; Finance and Programs Manager, Sarah Mehtar; Recording Secretary Cyndie Martel

Others Present: Lara Zegart

3. APPROVE AGENDA

MOTION TO APPROVE AGENDA

M/S/C: S. LEVINE/J. BROWN

AYES: 5

NAYS: 0

ABSENT: 0

4. PUBLIC EXPRESSION

Pres Bartschat invited public expression on non-agenda items, in response to which there was the following:

- There was no public expression.

5. REGULAR BUSINESS: Board Actions

A. Discuss and approve staff recognition in the form of additional one-time payment and/or one-time time off

GM Abrams reminded the Board they had requested she bring alternatives for special compensation for extraordinary work performed by staff during 2021. She presented 3 alternatives for their review.

- Five days of additional floating holiday to be used in 2022, effective from February 1, 2022 to December 31, 2022
- Provide an additional 2% one-time merit calculated on regular hours worked and regular rate of pay in 2021, to be paid on February 11, 2022 pay check
- Provide a fixed amount of \$1,000 per regular full-time employee to be paid on the February 11, 2022 paycheck.

She stated staff had the opportunity to choose an option and told the Board both Option A and B were popular. The Board discussed the alternatives and GM Abrams answered their questions.

