

**American River Flood Control District**

**Resolution 2024-06**

**Adopting 2024-2025 Pay Ranges**

**WHEREAS**, the American River Flood Control District (the “District”) retained Grace Consulting to conduct a salary study of comparable organizations in the relevant labor market for all positions in the District; and

**WHEREAS**, the results of that study and specific recommendations for the District are contained in the Salary Study of April 2023 (the “Study”); and

**WHEREAS**, consistent with the recommendations contained in the Study, the Board determines that it is in the best interests of the District to adopt new pay ranges for each position at the District. The pay ranges are established using the following methodology:

1. Use the Grace Consulting Study’s Market Average Midpoint plus 5% as the Midpoint for the District’s pay range for each position;
2. Using the District’s Midpoint as calculated in 1 above, establish a range of 35% from Bottom of Range (Minimum) to Top of Range (Maximum) for each position.

**Therefore, the Board resolves that:**

1. The monthly pay ranges for each position at the District as set forth in Exhibit “A” attached are hereby established and adopted using the methodology described above; and
2. The Employee Compensation and Benefits Policy is revised and adopted as set forth in Exhibit “B”, attached.

**PASSED AND ADOPTED** this 10<sup>th</sup> day of May, 2024.

ATTEST:

\_\_\_\_\_  
President  
Board of Trustees

\_\_\_\_\_  
Secretary  
Board of Trustees

## EXHIBIT "A"

**ARFCD Pay Ranges  
Current and Proposed  
FY 24-25**

JOB CLASS	Current ARFCD Pay Ranges			Proposed Pay Ranges 2024-2025		
	Min	Mid	Max	Min	Mid	Max
General Manager	11,299	13,276	15,254	12,809	15,051	17,293
Superintendent	7,579	8,905	10,232	9,081	10,670	12,259
Field Supervisor	5,769	6,779	7,788	6,477	7,610	8,744
Office Manager/Clerk of the Board	5,724	6,726	7,728	7,027	8,257	9,487
Vehicle and Equipment Maint Spec	4,776	5,611	6,447	5,502	6,465	7,428
Maintenance Worker Range B	4,681	5,501	6,320	5,330	6,263	7,196
Maintenance Worker Range A	3,870	4,548	5,225	4,506	5,294	6,083

## **EXHIBIT "B"**

### **American River Flood Control District Employee Compensation and Benefits Policy (Revised June 2020)**

This Employee Compensation and Benefits Policy is intended to serve as a guideline for District Management and the Board. The District seeks to recruit, retain, and promote employees of the highest caliber in terms of skills and ethics. The District also seeks to apply principles of equity and fairness in establishing the compensation of its employees. At the same time, District Management and the Board remain responsible stewards of District funds, consistent with their fiscal and legal responsibilities.

The Board should consider retaining an independent consultant to review the District's employee compensation and benefits every four or five years, or more or less frequently if the Board deems it necessary or appropriate. Salary ranges may be established for each position based in part on the consultant's review. Management and the Board may also be guided by their own experience and knowledge of the specific positions at the District in establishing both salary ranges and goal compensation. Salary ranges may be increased or decreased each year by applying an appropriate index, such as the labor market movement established by the U.S. Bureau of Labor Statistics.

Consistent with its goal to recruit and retain the highest caliber employees, the Board may be guided by the market average midpoint salary for each position as established by the consultant's review. Salary caps and floors may be established by using a percentage, such as 10%, above and below the market average midpoint salary plus 5%. Alternatively, the Board may establish a range by using the market average midpoint salary plus 5% as the midpoint in the range, and then establishing a percentage range, such as 35%, between the bottom of the range (minimum) and the top of the range (maximum).

Management and the Board shall consider each individual employee's performance to determine the employee's actual salary within the approved ranges. Management and the Board may also take into consideration employee benefits, cost of living increases, merit increases, incentive bonuses, and longevity bonuses in establishing staff compensation.

The District guarantees every applicant for employment and every employee the right of equal treatment without regard to race, color, sex, age, religion, national origin, sexual preference, gender identity, disability or veteran status, or any other class protected by law. This policy extends to recruiting, hiring, working conditions, benefits, training programs, promotions, use of the District's facilities, and all other terms and conditions of employment. In recruiting, selecting and promoting employees, it is the policy of the District to further the principles of equal employment opportunity by seeking talented and competent persons who are suited for a specific position by reason of training, experience, character, personality, intelligence, and general ability. Such action shall occur without regard to the individual's protected status or class.