

American River Flood Control District

Resolution 2020-07

Adopting District Staff and General Manager Salary/Benefit Adjustments 2020-21

WHEREAS, the American River Flood Control District (the “District”) Board of Directors has reviewed the General Manager’s recommendations for Staff Salary/Benefit Adjustments 2020-21 in light of the recent Salary Study (“Study”) conducted by Grace Consulting in June 2020, the Pay Ranges adopted by the Board on June 12, 2020, and in connection with the District’s annual evaluations of the performance of its Staff and General Manager; and

WHEREAS, consistent with the recommendations contained in the Study, the recently adopted Pay Ranges, and the individual performance of the Staff and General Manager, the Board determines that it is in the best interests of the District to enhance the salary and benefits for the Staff and General Manager to be competitive and consistent with market conditions; and

WHEREAS, the Board further determines that such enhancements are also consistent with the District’s Employee Compensation and Benefits Policy (revised June 2020) and the U.S. Department of Labor Consumer Price Index for urban wage earners in Western States for the 12 months ending March 2020.

Therefore, the Board resolves that:

1. The District Staff, exclusive of the General Manager, shall receive a Cost of Living Increase of 2.5%;
2. The District Staff, exclusive of the General Manager, shall receive a merit increase as shown on the attached Recommended Salary Adjustments FY 2020-21 (Exhibit “A”);
3. The Board hereby approves and adopts the attached Longevity Bonus Policy (Exhibit “B”);
4. The Board hereby approves and adopts an annual certification bonus in the amount of \$1000 to reward employees with a Qualified Applicator’s Certificate (or greater) for pesticides;
5. The Board hereby approves and adopts the revised Pay Rate Schedule (attached as Exhibit “C”) to include the Longevity Bonus Formula and the Certification Bonus.
6. The District shall make a \$40 per month contribution to the employees’ CalPERS 457 account, for each employee with five (5) or more years of service with the District;
7. The General Manager shall receive a 5.5% increase in his Base Salary and a one-time bonus in the amount of \$5,000. The Board thanks the General Manager for his exemplary service this year in dealing with many challenging and difficult issues,

including but not limited to preserving the safety and security of the District Staff and the public during the pandemic.

8. These salary and benefits enhancements shall be effective July 1, 2020.

PASSED AND ADOPTED this 14th day of August, 2020.

ATTEST:

President
Board of Trustees

Secretary
Board of Trustees

**ARFCD
Recommended Salary Adjustments
FY 2020-21**

		Hourly Wage	Monthly Salary	COLA %	COLA \$	Increase % / Merit Increase %	Increase \$ / Merit Increase \$	New Hourly Wage	New Monthly Salary	Start Date(Yrs Service)	Longevity Bonus	QAC Bonus
T. Kerr	General Mgr		\$14,154.33			5.5%	\$778.49		\$14,932.82	4/08 (12)	\$1,000.00	
M. Chapman	Office Mgr	\$37.13	\$6,435.87	2.5%	\$160.90	3.0%	\$193.08	\$39.17	\$6,789.84	10/16 (3)	\$250.00	
R. Kawamura	Superintendent	\$47.69	\$8,266.27	2.5%	\$206.66	3.0%	\$247.99	\$50.31	\$8,720.91	5/97 (23)	\$2,000.00	\$1,000.00
S. Webb	Field Supervisor	\$35.00	\$6,066.67	2.5%	\$151.67	5.0%	\$303.33	\$37.63	\$6,521.67	10/19 (0)	\$0.00	\$1,000.00
J. Ramirez	L Maint Rng B	\$29.96	\$5,193.07	2.5%	\$129.83	3.0%	\$155.79	\$31.61	\$5,478.69	3/16 (4)	\$250.00	\$1,000.00
G. Gutierrez	L Maint Rng B	\$29.96	\$5,193.07	2.5%	\$129.83	5.0%	\$259.65	\$32.21	\$5,582.55	4/16 (4)	\$250.00	\$1,000.00
E. Quiring	Vehicle & Equip Maint	\$28.00	\$4,853.33	2.5%	\$121.33	7.5%	\$364.00	\$30.80	\$5,338.67	3/16 (4)	\$250.00	
D. Diaz	L Maint Rng B	\$28.00	\$4,853.33	2.5%	\$121.33	3.0%	\$145.60	\$29.54	\$5,120.27	4/10 (10)	\$1,000.00	
E. Diaz	L Maint Rng B	\$27.00	\$4,680.00	2.5%	\$117.00	3.0%	\$140.40	\$28.49	\$4,937.40	6/12 (8)	\$500.00	
L. Kelley	L Maint Rng A	\$22.53	\$3,905.20	2.5%	\$97.63	3.0%	\$117.16	\$23.77	\$4,119.99	11/18(1)	\$250.00	
V. Palacios	L Maint Rng A	\$22.00	\$3,813.33	2.5%	\$95.33	3.0%	\$114.40	\$23.21	\$4,023.07	4/20 (0)	\$0.00	

EXHIBIT "B"**LONGEVITY BONUS**

The District provides for an annual Longevity Bonus to be paid to employees in accordance with the following schedule:

1 through 4 years of service	\$250
5 through 9 years of service	\$500
10 through 14 years of service	\$1000
15 through 19 years of service	\$1500
20+ years of service	\$2000

Longevity Bonuses shall be paid when the District determines the compensation and benefits package for the subsequent fiscal year. The District reserves the right to withdraw any employee's Longevity Bonus based on his or her performance. The District also reserves the right to modify or terminate this bonus program within its sole discretion.

AMERICAN RIVER FLOOD CONTROL DISTRICT
PAY RATE SCHEDULE

(Adopted 06/12/2020)

(Effective 7/1/2020)

Position	Minimum	Maximum
General Manager	\$11,299/Mo.	\$15,254/Mo.
Superintendent	\$7,579/Mo.	\$10,232/Mo.
Office Manger	\$33.02/Hr.	\$44.58/Hr.
Field Supervisor	\$33.28/Hr.	\$44.93/Hr.
Vehicle and Equipment Maintenance Specialist	\$27.55/Hr.	\$37.19/Hr.
Maintenance Worker Range B	\$27.01/Hr.	\$36.46/Hr.
Maintenance Worker Range A	\$22.33/Hr.	\$30.14/Hr.

Longevity Compensation

The District offers an annual longevity compensation benefit to all eligible employees based on years of service according to the following formula.

1 through 4 years of service	\$250
5 through 9 years of service	\$500
10 through 14 years of service	\$1000
15 through 19 years of service	\$1500
20+ years of service	\$2000

Certification Bonus

The District offers an annual certification bonus to employees that hold an active Qualified Applicators Certificate (or better) of \$1000.

Uniform Allowance

For field employees, the District provides a maximum uniform allowance of \$650 per year.