## **RESOLUTION NO. 23R-05**

## A RESOLUTION OF THE BOARD OF DIRECTORS OF BIGHORN-DESERT VIEW WATER AGENCY AUTHORIZING AN 8.7% COST-OF-LIVING PERCENTAGE ADJUSTMENT FOR NON-EXEMPT EMPLOYEES AND GENERAL MANAGER AND

## AMENDING APPENDIX C – RANGE AND STEP SCALE INCORPORATED BY REFERENCE TO THE EMPLOYEE HANDBOOK

WHEREAS, on April 12, 2022 the Board of Directors of the Bighorn-Desert View Water Agency adopted Resolution No. 22R-03 setting forth the Employee Handbook which included Appendix C - Range and Step Scale; and

WHEREAS, Section 4.3 of the Employee Handbook allows for the Board, at its discretion, to grant a percentage cost-of-living adjustment to the Range and Step Scale each year to be effective on or about July 1 with the Social Security Cost-of-Living Index Publication and the overall financial condition of the Agency to be considered when determining any adjustment; and

WHEREAS, on October 13, 2022 the Social Security Administration announced a 8.7% benefit increase for 2023; and

WHEREAS, the on March 28, 2023 the Board of Directors' recommended the Fiscal Year 2023/24 adjustment of 8.7% be authorized for all non-exempt employees and the general manager;

**NOW THEREFORE BE IT RESOLVED** that the Board of Directors does hereby authorize the modification of the Employee Handbook Appendix C – Range and Step Scale to include a 8.7% Cost-of-Living adjustment for all non-exempt employees and the general manager with an effective date of July 8, 2023.

**BE IT FURTHER RESOLVED** that the updated Employee Handbook Appendix C — Range and Step Scale is hereby incorporated into this Resolution as Attachment A.

**BE IT FURTHER RESOLVED** that Resolution No. 22R-03 is hereby rescinded and of no further force and effect.

**PASSED, APPROVED, AND ADOPTED** by the Board of Directors of Bighorn-Desert View Water Agency this 11<sup>th</sup> day of April 2023.

John Burkhart, President of the Board

ATTEST,

Megan Close-Dees, Secretary of the Board

Attachment A – 2023/24 Range and Step Scale

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Official Seal

## DRAFT RESOLUTION NO. 23R-11 BDVWA EMPLOYEE RANGE AND STEP SCALE NEW AGM and WDS POSITIONS

JOB TITLE	RANGE	STEP												
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Water Distribution Operator I	-										1			
	Per Hour Rate	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19
Accounting Tech. 1 / Customer	Monthly	4,278	4,385	4,495	4,607	4,722	4,840	4,961	5,086	5,212	5,342	5,476	5,613	5,753
Service Rep	Annually	51,334	52,624	53,934	55,286	56,659	58,074	59,530	61,027	62,546	64,106	65,707	67,350	69,035
Water Distribution Operator II	2													
	Per Hour Rate	28.38	29.09	29.82	30.57	31.33	32.11	32,91	33,73	34.57	35.43	36.32	37.23	38.16
Accounting Tech. II / Customer	Monthly	4.919	5,042	5,169	5,299	5,431	5,566	5,704	5,847	5,992	6,141	6,296	6,453	6,614
Service Rep	Annually	59,030	60,507	62,026	63,586	65,166	66,789	68,453	70,158	71,906	73,694	75,546	77,438	79,373
Water Distribution Operator III	8													
	Per Hour Rate	32,64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40,77	41.79	42.83	43.90
Accounting Tech III / Customer	Monthly	5,658	5,800	5,945	6.094	6,247	6,403	6,562	6,727	6,895	7,067	7,244	7,424	7,609
Service Rep	Annually	67,891	69,597	71,344	73,133	74,963	76,835	78,749	80,725	82,742	84,802	86,923	89,086	91,312
	4													
Water Distribution Lead	Per Hour Rate	37.53	38.47	39.43	40.42	41.43	42.47	43,53	44.62	45.74	46.88	48.05	49.25	50.48
Accounting Lead	Monthly	6,505	6,668	6,835	7,006	7,181	7,362	7,545	7,734	7,928	8,126	8,329	8,537	8,750
•	Annually	78,062	80,018	82,014	84,074	86,174	88,338	90,542	92,810	95,139	97,510	99,944	102,440	104,998
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Water Distribution	Per Hour Rate	43,16	44.24	45.35	46.48	47.64	48.83	50.05	51.30	52.58	53.89	55.24	56.62	58.04
Supervisor	Monthly	7,481	7,668	7,861	8,057	8,258	8,464	8,675	8.892	9,114	9,341	9.575	9,814	10,060
•	Annually	89,773	92.019	94,328	96,678	99.091	101,566	104.104	106,704	109,366	112,091	114,899	117,770	120,723
	9													
Assistant	Per Hour Rate	49.64	50.88	52.15	53.45	54.79	56 16	57,56	59.00	60.48	61,99	63.54	65,13	92'99
General Manager	Monthly	8,604	8,819	9,039	9,265	9,497	9,734	9,977	10,227	10,483	10,745	11,014	11,289	11,572
,	Annually	103,251	105,830	108,472	111,176	113,963	116,813	119,725	122,720	125,798	128,939	132,163	135,470	138,861

Range & Step Scale Adopted by Resolution No. 23R-11 June 27, 2023

APPENDIX C

General Manager Salary (Amendment No. 4 - Employment Contract thru 11/2025) Salary Adjustment Eff. July 1, 2023 = 0%

Current Salary = \$ 205,712 w/ 8 7% COLA = \$ 223,600