

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BE IT FURTHER RESOLVED that Resolution No. 22R-03 is hereby rescinded and of no further force and effect.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 11th day of April 2023.

By 
John Burkhart, President of the Board

ATTEST,

By 
Megan Close-Dees, Secretary of the Board

Attachment A – 2023/24 Range and Step Scale

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April 11, 2023



Official Seal

