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

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BE IT FURTHER RESOLVED that Resolution No. 22R-03 is hereby rescinded and of no further force and effect.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

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

FINAL RESOLUTION NO. 23R-05 BDVWA EMPLOYEE RANGE AND STEP SCALE INCLUDES 8.7% COLA

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Water Distribution Operator I	-													
	Per Hour Rate	24.49	25.10	25.73	26.37	27.03	27.71	28.40	29.11	29.84	30.59	31.35	32.13	32.93
Customer Service	Monthly	4,245	4,351	4,460	4,571	4,685	4,803	4,923	5,046	5,172	5,302	5,434	5,569	5,708
Rep/Accounting Tech. I	Annually	50,939	52,208	53,518	54,850	56,222	57,637	59,072	60,549	62,067	63,627	65,208	66,830	68,494
Water Distribution Operator II	2													
	Per Hour Rate	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	37.89
Customer Service	Monthly	4,883	5,004	5,129	5,257	5,389	5,524	5,663	5,805	5,951	6,100	6,252	6,408	6,568
Rep/Accounting Tech. II	Annually	58.594	60,050	61,547	63,086	64,667	66,290	67,954	69,659	71,406	73,195	75,026	76,898	78,811
Water Distribution Operator III	3													
	Per Hour Rate	32.40	33.21	34.04	34.89	35.76	36.65	37.57	38.51	39.47	40.46	41.47	42.51	43.57
Customer Service	Monthly	5,616	5,756	5,900	6,048	6,198	6,353	6,512	6,675	6,842	7,013	7,188	7,368	7,552
Rep/Accounting Tech. III	Annually	67,392	69,077	70,803	72,571	74,381	76,232	78,146	80,101	82,098	84,157	86,258	88,421	90,626
	4													
Water Distribution Lead	Per Hour Rate	37.26	38.19	39.14	40.12	41.12	42.15	43.20	44.28	45.39	46.52	47.68	48.87	50.09
Accounting Lead	Monthly	6,458	6,620	6,784	6,954	7,128	7,306	7,488	7,675	7,868	8,064	8,265	8,471	8,682
	Annually	77.501	79.435	81.411	83.450	85.530	87.672	89.856	92.102	94,411	96,762	99,174	101,650	104,187

COLA and Range & Step Scale Adopted by Resolution No. 23R-05 April 11, 2023

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

APPENDIX C

BDVWA Employee Handbook