

**RESOLUTION NO. 24R-05**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF  
BIGHORN-DESERT VIEW WATER AGENCY  
AUTHORIZING AN  
3.2% COST-OF-LIVING PERCENTAGE ADJUSTMENT FOR  
STAFF AND GENERAL MANAGER  
AND  
AMENDING APPENDIX C – RANGE AND STEP SCALE  
INCORPORATED BY REFERENCE TO THE EMPLOYEE HANDBOOK**

**WHEREAS**, on April 11, 2023 the Board of Directors of the Bighorn-Desert View Water Agency adopted Resolution No. 23R-05 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 12, 2023 the Social Security Administration announced a 3.2% benefit increase for 2024; and

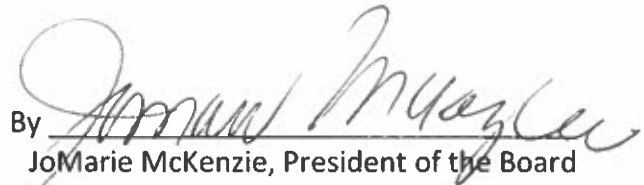
**WHEREAS**, the on March 19, 2024 the Board of Directors' recommended the Fiscal Year 2024/25 adjustment of 3.2% be authorized for all non-exempt employees and the general manager;

**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 3.2% Cost-of-Living adjustment for staff and the general manager with an effective date of July 1, 2024.


**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**BE IT FURTHER RESOLVED** that Resolution No. 23R-05 is hereby rescinded and of no further force and effect.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 9<sup>th</sup> day of April 2024.

By   
JoMarie McKenzie, President of the Board

ATTEST,

By   
David Chapman, Secretary of the Board

**Official Seal**