

RESOLUTION NO. 26R-03

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
BIGHORN-DESERT VIEW WATER AGENCY
AUTHORIZING A 2.8% COST-OF-LIVING PERCENTAGE ADJUSTMENT FOR
STAFF EXCLUDING THE GENERAL MANAGER AND CHIEF ENGINEER,
AMENDING APPENDIX C – RANGE AND STEP SCALE
INCORPORATED BY REFERENCE TO THE EMPLOYEE HANDBOOK**

WHEREAS, on April 8, 2025, the Board of Directors of the Bighorn-Desert View Water Agency adopted Resolution No. 25R-03, authorizing a Cost-of-Living Adjustment for staff and the General Manager and amending Appendix C – Range and Step Scale of the Employee Handbook; 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 24, 2025 the Social Security Administration announced a 2.8% benefit increase for 2026; and


WHEREAS, on April 14, 2026 the Board of Directors' recommended the Fiscal Year 2026/27 adjustment of 2.8% be authorized for all non-exempt employees except for the Chief Engineer and 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 2.8% Cost-of-Living adjustment, excluding the General Manager and Chief Engineer, effective July 1, 2026.

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BE IT FURTHER RESOLVED that Resolution No. 25R-03 is hereby rescinded and of no further force and effect.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 12th day of May 2026.

By 
Rodney Miller-Boyer, President of the Board

ATTEST,

By 
Megan Close-Dees, Board Secretary



Official Seal

RESOLUTION NO. 26R-03
BDVWA EMPLOYEE RANGE AND STEP SCALE

JOB TITLE	RANGE NO	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP J	STEP K	STEP L	STEP M	STEP N
Water Distribution Operator I	1													
Per Hour Rate		27.10	27.78	28.47	29.18	29.91	30.66	31.43	32.22	33.03	33.86	34.71	35.58	36.47
Monthly		4,697	4,815	4,935	5,058	5,184	5,314	5,448	5,585	5,725	5,869	6,016	6,167	6,322
Annually		56,368	57,782	59,218	60,694	62,213	63,773	65,374	67,018	68,702	70,429	72,197	74,006	75,858
Water Distribution Operator II	2													
Per Hour Rate		31.38	32.16	32.96	33.78	34.62	35.49	36.38	37.29	38.22	39.18	40.16	41.16	42.19
Monthly		5,439	5,574	5,713	5,855	6,001	6,152	6,306	6,464	6,625	6,791	6,961	7,134	7,313
Annually		65,270	66,893	68,557	70,262	72,010	73,819	75,670	77,563	79,498	81,494	83,533	85,613	87,755
Water Distribution Operator III	3													
Per Hour Rate		36.08	36.98	37.90	38.85	39.82	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52
Monthly		6,254	6,410	6,569	6,734	6,902	7,076	7,252	7,434	7,620	7,810	8,006	8,206	8,410
Annually		75,046	76,918	78,832	80,808	82,826	84,906	87,027	89,211	91,437	93,725	96,075	98,467	100,922
Accounting Tech / Customer Service Lead	4													
Per Hour Rate		41.49	42.53	43.59	44.68	45.80	46.95	48.12	49.32	50.55	51.81	53.11	54.44	55.80
Monthly		7,192	7,372	7,556	7,745	7,939	8,138	8,341	8,549	8,762	8,980	9,206	9,436	9,672
Annually		86,299	88,462	90,667	92,934	95,264	97,658	100,090	102,586	105,144	107,765	110,469	113,235	116,064
Water Distribution Supervisor Administration & Finance Supervisor	5													
Per Hour Rate		47.71	48.90	50.12	51.37	52.65	53.97	55.32	56.70	58.12	59.57	61.06	62.59	64.15
Monthly		8,270	8,476	8,688	8,904	9,126	9,355	9,589	9,828	10,074	10,326	10,584	10,849	11,119
Annually		99,237	101,712	104,250	106,850	109,512	112,258	115,066	117,936	120,890	123,906	127,005	130,187	133,432
Assistant General Manager	6													
Per Hour Rate		54.88	56.25	57.66	59.10	60.58	62.09	63.64	65.23	66.86	68.53	70.24	72.00	73.80
Monthly		9,513	9,750	9,994	10,244	10,501	10,762	11,031	11,307	11,589	11,879	12,175	12,480	12,792
Annually		114,150	117,000	119,933	122,928	126,006	129,147	132,371	135,678	139,069	142,542	146,099	149,760	153,504
Chief Engineer														
General Manager														
Contract		255,000.00												
Contract		220,000.00												

PROPOSED Range & Step Scale with 2.8% COLA added to the current scale Adopted by Resolution No. 25R-17 December 16, 2025

APPENDIX C

BDVWA Employee Handbook