

RESOLUTION NO. 18R-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF
BIGHORN-DESERT VIEW WATER AGENCY
AUTHORIZING A COST-OF-LIVING PERCENTAGE ADJUSTMENT
TO THE EMPLOYEE HANDBOOK EXHIBIT B RANGE AND STEP SCALE

WHEREAS, on November 27, 2012 the Board of Directors adopted Resolution No. 12R-32 setting forth the Employee Handbook which included Exhibit B 2012 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 Exhibit B 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

NOW THEREFORE BE IT RESOLVED that the Employee Handbook Exhibit B Range and Step Scale is hereby modified to include a 3.0% cost-of-living adjustment effective July 7, 2018 for all staff except the General Manager and that the cost-of-living adjustment of 2.0% is hereby granted to the General Manager.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of Bighorn-Desert View Water Agency this 27th day of March, 2018.

By Michael A. McBride
Michael McBride, President of the Board

CERTIFICATION

I hereby certify that this Ordinance was duly adopted by the Board of Directors at its regularly-scheduled meeting on March 27, 2018, by the following vote:

AYES: McBride, Cori-Lorono, Burkhart, Staley, Coulombe

NOES: None

ABSTENTION: None

ABSENT: None

Bighorn-Desert View Water Agency,

By Terry Burkhart
Terry Burkhart, Secretary



DRAFT CALENDAR YEAR 2018
 BDVWA EMPLOYEE RANGE AND STEP SCALE
 3.0% COLA STAFF
 2.0% COLA GENERAL MANGER

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
1 Per Hour Rate Monthly Annually		13.47	13.81	14.15	14.51	14.87	15.24	15.62	16.01	16.41	16.83	17.25	17.68	18.12
	Monthly	2,335.22	2,393.60	2,453.44	2,514.77	2,577.64	2,642.08	2,708.13	2,775.84	2,845.23	2,916.36	2,989.27	3,064.01	3,140.61
	Annually	28,022.59	28,723.16	29,441.24	30,177.27	30,931.70	31,704.99	32,497.62	33,310.06	34,142.81	34,996.38	35,871.29	36,766.07	37,687.27
2 Water Distribution Operator I Customer Service Rep/Accounting Tech. I	Per Hour Rate	14.31	14.66	15.03	15.41	15.79	16.19	16.59	17.01	17.43	17.87	18.31	18.77	19.24
	Monthly	2,479.83	2,541.82	2,605.37	2,670.50	2,737.27	2,805.70	2,875.84	2,947.74	3,021.43	3,096.97	3,174.39	3,253.75	3,335.06
	Annually	29,757.94	30,501.88	31,264.43	32,046.04	32,847.19	33,668.37	34,510.08	35,372.83	36,257.16	37,163.58	38,092.67	39,044.99	40,021.12
3 Water Distribution Operator II Customer Service Rep/Accounting Tech. II	Per Hour Rate	17.71	18.15	18.60	19.07	19.54	20.03	20.53	21.05	21.57	22.11	22.66	23.23	23.81
	Monthly	3,068.99	3,145.71	3,224.36	3,304.96	3,387.59	3,472.28	3,559.09	3,648.06	3,739.26	3,832.75	3,928.56	4,026.78	4,127.45
	Annually	36,827.86	37,748.55	38,692.27	39,659.57	40,651.06	41,667.34	42,709.02	43,776.75	44,871.17	45,992.95	47,142.77	48,321.34	49,529.37
4 Water Distribution Operator III Customer Service Rep/Accounting Tech. III	Per Hour Rate	23.25	23.83	24.42	25.03	25.66	26.30	26.96	27.63	28.32	29.03	29.76	30.50	31.26
	Monthly	4,029.50	4,130.23	4,233.49	4,339.33	4,447.81	4,559.01	4,672.98	4,789.81	4,909.55	5,032.29	5,158.10	5,287.05	5,419.23
	Annually	48,353.97	49,562.82	50,801.89	52,071.93	53,373.73	54,708.08	56,075.78	57,477.67	58,914.61	60,387.48	61,897.17	63,444.60	65,030.71
5 General Manager	Per Hour Rate	24.91	25.53	26.17	26.82	27.49	28.18	28.88	29.60	30.34	31.10	31.88	32.68	33.49
	Monthly	4,316.94	4,424.86	4,535.46	4,648.87	4,765.09	4,884.22	5,006.32	5,131.48	5,259.77	5,391.26	5,526.04	5,664.19	5,805.60
	Annually	51,803.23	53,098.31	54,425.77	55,766.41	57,181.08	58,610.90	60,075.87	61,577.78	63,117.21	64,695.14	66,312.52	67,970.33	69,669.59
General Manager	Per Hour Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Monthly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Annually	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00	153,000.00

By Contract w/provisions for COLA adopted 6/6/2013
 Per Hour Rate N/A
 Monthly N/A
 Annually 153,000.00

APPENDIX B

BDVWA Employee Handbook

Resolution No. 18R-03
 Adopted March 27, 2018