

RESOLUTION NO. 19R-01

**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 December 11, 2018 the Board of Directors adopted Resolution No. 18R-17 setting forth the Employee Handbook which included Exhibit C 2018 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 C 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 C Range and Step Scale is hereby modified to include a 2.8% cost-of-living adjustment effective July 6, 2019 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 26th day of March, 2019.

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

NOES:

ABSTENTION:


ABSENT:

By


Michael McBride, President of the Board

Bighorn-Desert View Water Agency,

By


John R. Burkhart, Secretary



FISCAL YEAR 2019/20
 BDVWA EMPLOYEE RANGE AND STEP SCALE
 2.5% COLA STAFF
 2.0% COLA GENERAL MANAGER

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	13.85	14.20	14.56	14.92	15.29	15.67	16.06	16.46	16.87	17.29	17.72	18.16	18.61
	Monthly	2,400.67	2,461.33	2,523.73	2,586.13	2,650.27	2,716.13	2,783.73	2,853.07	2,924.13	2,996.93	3,071.47	3,147.73	3,225.73
	Annually	28,808.00	29,536.00	30,284.80	31,033.60	31,803.20	32,593.60	33,404.80	34,236.80	35,089.60	35,963.20	36,857.60	37,772.80	38,708.80
2	Per Hour Rate	14.71	15.08	15.46	15.85	16.25	16.66	17.08	17.51	17.95	18.40	18.86	19.33	19.81
	Monthly	2,549.73	2,613.87	2,679.73	2,747.33	2,816.67	2,887.73	2,960.53	3,035.07	3,111.33	3,189.33	3,269.07	3,350.53	3,433.73
	Annually	30,596.80	31,366.40	32,156.80	32,968.00	33,800.00	34,652.80	35,526.40	36,420.80	37,336.00	38,272.00	39,228.80	40,206.40	41,204.80
3	Per Hour Rate	18.21	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.76	23.33	23.91	24.51
	Monthly	3,156.40	3,236.13	3,317.60	3,400.80	3,485.73	3,572.40	3,662.53	3,754.40	3,843.00	3,945.07	4,043.87	4,144.40	4,246.40
	Annually	37,876.80	38,833.60	39,811.20	40,809.60	41,828.80	42,868.80	43,950.40	45,052.80	46,176.00	47,340.80	48,526.40	49,732.80	50,980.80
4	Per Hour Rate	23.90	24.50	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15
	Monthly	4,142.67	4,246.67	4,352.40	4,461.60	4,572.53	4,686.93	4,804.80	4,924.40	5,047.47	5,174.00	5,304.00	5,437.47	5,572.67
	Annually	49,712.00	50,960.00	52,228.80	53,539.20	54,870.40	56,243.20	57,657.60	59,092.80	60,569.60	62,088.00	63,648.00	65,249.60	66,872.00
5	Per Hour Rate	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44
	Monthly	4,439.07	4,550.00	4,664.40	4,780.53	4,900.13	5,023.20	5,148.00	5,276.27	5,403.00	5,543.20	5,681.87	5,824.00	5,969.60
	Annually	53,268.80	54,600.00	55,972.80	57,366.40	58,801.60	60,278.40	61,776.00	63,315.20	64,896.00	66,518.40	68,182.40	69,888.00	71,635.20
General Manager	Per Hour Rate	By Contract w/provisions for COLA												
Monthly	N/A													
Annually	156,070.00													

adopted 4/25/2017

APPENDIX C

BDVWA Employee Handbook

Range and Step Scale Adopted by Motion No. 19-019 on April 30, 2019
 COLA Approved March 26, 2019 by Resolution No 19R-01