

FEATHER RIVER AIR QUALITY MANAGEMENT DISTRICT
MEMORANDUM
12/05/2022

TO: FRAQMD BOARD OF DIRECTORS

FROM: Christopher D. Brown, AICP, APCO

SUBJECT: Approve the Administrative Services Officer, Air Quality Compliance Supervisor and Air Quality Planning and Engineering Supervisor positions to receive the same salary and benefits as approved for the District Employees.

RECOMMENDATION:

Approve the Administrative Services Officer Air Quality Compliance Supervisor and Air Quality Planning and Engineering Supervisor positions to receive the same salary increases and benefits as approved for the District Employees.

ALTERNATIVE:

Do not approve the same salary increases and benefits as the District Employees.

BACKGROUND:

The Administrative Services Officer (ASO), Compliance Supervisor and Planning and Engineering Supervisor positions are mid-management positions that negotiate separate from the District Employees. It is requested that the Board approve the same salary increases and benefits as approved for the District Employees.

FISCAL IMPACT:

Increase to vacation buy back is effective this fiscal year only and will be included in a future budget adjustment once salary savings from the current FY have been calculated. The incremental increases will be included in the Fiscal Year 23/24, 24/25, and 25/26 budgets.

AGREEMENT BETWEEN
FEATHER RIVER AIR QUALITY MANAGEMENT DISTRICT
And
FEATHER RIVER AIR QUALITY MANAGEMENT DISTRICT
SUPERVISORY EMPLOYEES

The Feather River Air Quality Management District (“District”) and the Feather River Air Quality Management District Employees who are assigned to the following classifications: Administrative Services Officer, Air Quality Planning and Engineering Supervisor, and Air Quality Compliance Supervisor, hereinafter referred to as “Employees” (collectively “the Parties”) have met and conferred in good faith pursuant to the provisions of the Meyers-Milias-Brown Act (Government Code Sections 3500, et seq.) agree to the following:

1. Salary and Benefit Changes

- a. Employees agree to the salary and benefits changes for the period beginning July 1, 2023 and ending June 30, 2026:

i. Salary:

- 1. The District shall increase Employees’ salaries as follows:
 - a. Effective July 1, 2023, five percent (5.00%)
 - b. Effective July 1, 2024, two percent (2.00%)
 - c. Effective July 1, 2025, one percent (2.00%)
- 2. In the event budgeted revenues decreased by five percent (5%) or more such salary increase shall be null and void and, at the District discretion, the District and Employees may agree to reopen negotiations on salary.

ii. CalPERs 457 Deferred Compensation Program:

Effective July 1, 2023 the District shall match up to \$100.00 per month, per Employee towards voluntary deferred compensation program.

iii. Holidays:

Effective January 1, 2024, Juneteenth will be added to the Districts list of federal holidays.

iv. Vacation BuyBack One Time

Vacation buy-back of up to 120 hours, provided at least 60 hours of paid (including CTO

and MTO) leave remains. Buy-back available upon signing of agreement, expires 6/30/2023.

1. Full Understanding and Modification

- a. This Agreement sets forth the entire understanding of the Parties concerning the subject matter addressed herein. This Agreement supersedes all prior agreements and representations, be they written or oral, regarding this same subject matter. This Agreement may be modified only by a written agreement approved and signed by both the District and the Employees.

FEATHER RIVER AIR QUALITY
MANAGEMENT DISTRICT EMPLOYEES

FEATHER RIVER AIR QUALITY
MANAGEMENT DISTRICT

 Rachelle Channel
 Administrative Services Officer
 Date: _____

 Lakhvir Ghag
 Chairperson
 Date: _____

 Karla Sanders
 Air Quality Compliance Supervisor
 Date: _____

 Christopher Brown AICP
 APCO, Chief Negotiator
 Date: _____

 Sondra Spaethe
 Planning and Engineering Supervisor
 Date: _____