



Date: October 10, 2022
To: Board of Directors
From: Anthony Constantouros, Interim General Manager
Subject: Administrative Staff Cost of Living Adjustment

Recommendation:

Approve a 7 ½% cost of living increase to the compensation of specified non-represented administrative staff. This would include the following two positions: Finance and Business Manager and the District Clerk of the Board.

Background:

Salaries of the District’s administrative positions were last reviewed in July 2020. Since that time there have been substantial changes in economic conditions. The 12-month San Francisco Consumer Price index (CPI-U) ending in August 2021 was 3.7%; for the 12 months ending in August 2022 was 5.7%.

Discussion

The recommended increases are the same proposed in the first year of the KPOA Memorandum of Understanding. Future possible increases will be considered as appropriate and will require approval of the Board of Directors.

Salaries were recently set for the Account Clerk and Administrative Services Assistant and these administrative staff positions are not included in the recommended salary increase. The General Manager position is currently being recruited and also not included. Proposed changes are not applicable to the Interim General Manager.

Fiscal Impact:

If approved, the estimated increase in cost to the district is approximately \$11,000 and is included in the adopted budget. The Finance Director is currently \$62.00 per hour. An increase of 7.5% is \$4.65 per hour, bringing the total to \$66.65. The Clerk of the Board is currently paid \$40.00 per hour. An increase of 7.5% is \$3.00 per hour, bringing the total to \$43.00 per hour.