

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Resolution No. 2019- 07

A Resolution to Approve Salary Adjustments to the Management and Confidential Employee Groups

WHEREAS, the Board of Directors established Salary Ranges and Classifications on June 10, 1962, pursuant to Resolution No. 270 and has from time to time amended those Salary Ranges and Classifications;

WHEREAS, current Resolution No. 2018-06 was approved by the Board of Directors on August 2, 2017 and said Resolution has an expiration date of June 30, 2019;

WHEREAS, the Air District Budget for FY 2019-2020 includes funds for Board of Director discretionary use in adjusting salaries and fringe benefits for Air District employees;

WHEREAS, the successor Memorandum of Understanding (the "MOU") with the employees represented by the recognized employee organization Bay Area Air Quality Management District Employees Association ("EA") is set to expire on June 30, 2019, and a successor MOU is being negotiated and completion is anticipated in the FY 2019-2020 period;

WHEREAS, management employees and confidential employees are not represented by a recognized employee organization;

WHEREAS, the preceding resolution and collective bargaining agreement for salary increases is based on increases to the consumer Price Index for Urban Wage Earners and Clerical Workers for San Francisco-Oakland-San Jose for the preceding calendar year, as reported by the Bureau of Labor Statistics, U.S. Department of Labor, over the wage and salaries in effect on the preceding June 30, 2019. The minimum increase will be one percent (1%) and the maximum increase shall be three and one-half percent (3.5%);

WHEREAS, the 2018 calendar year Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-San Jose as reported by the Bureau of Labor Statistics, U.S. Department of Labor exceeded 3.5%;

WHEREAS, the FY 2018-2019 salary schedule attached hereto includes a 3.5% increase for management and confidential employees for FY 2019-2020 pending the completion of negotiations with the recognized employee organization; whereby salaries of management and confidential employee groups will be adjusted to whichever is highest of 3.5% or an amount negotiated between the Air District and

adjusted to whichever is highest of 3.5% or an amount negotiated between the Air District and the recognized employee organization; whereby any additionally proposed salary adjustments will be presented to the Board of Directors for approval at such time;

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors approves the salary schedules attached hereto effective July 1, 2019 which provides a 3.5% increase to the salaries of Management and Confidential Employee Groups.

The foregoing resolution was duly and regularly introduced, passed and adopted at a regular meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of DIRECTOR HUDSON, seconded by DIRECTOR WAGENKNECHT, on the 5th day of JUNE 2019 by the following vote of the Board:

AYES: ABE-KOGA, BARRETT, BAUTERS, CANEPA, GIOIA, HAGGERTY, HUDSON, JUE, KIM, KNISS, MAR, MITCHOFF, RICE, ROSS, SPERING, WAGENKNECHT, WILSON.

NOES: NONE.

ABSENT: CHAVEZ, CUTTER, GROOM, MILEY, SINKS, ZANE.

ABSTAIN: NONE.



KATIE RICE
Chairperson of the Board of Directors

ATTEST:



CINDY CHAVEZ
Secretary of the Board of Directors