

**AVILA BEACH COMMUNITY SERVICES DISTRICT
RESOLUTION NO. 2013-10**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
AVILA BEACH COMMUNITY SERVICES DISTRICT
AMMENDING THE FISCAL YEAR 2013-14 DISTRICT EMPLOYEE
COMPENSATION SCHEDULE**

WHEREAS, Senate Bill 135, effective January 1, 2006, amended and restated Section 61000 et seq. of the Government Code ("Community Services District Law"); and

WHEREAS, Government Code Section 61045 (g) provides:

"The Board of Directors shall adopt policies for the operation of the District, including, but not limited to, administrative policies, fiscal policies, personnel policies, and the purchasing policies required by this division." and

WHEREAS, the District Board of Directors has, by prior action, adopted the Avila Beach Community Services District Fiscal Year 2013-14 Budget which includes a compensation schedule for all District employees; and

WHEREAS, the District desires to update the previously adopted District Employee Compensation schedule. and

WHEREAS, the proposed revisions to the District Policies were reviewed by the Board of Directors on December 10, 2013.

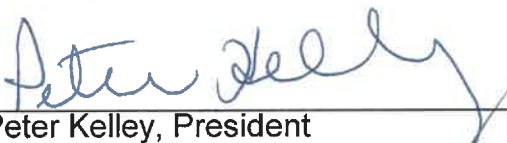
NOW, THEREFORE, BE IT RESOLVED, DETERMINED AND ORDERED by the Board of Directors of the Avila Beach Community Services District as follows:

1. The proposed revisions to the District Employee Compensation schedule attached collectively hereto as Exhibit "A" are hereby approved and adopted.
- 2.. This Resolution and the attached Exhibit A shall take effect immediately.

On the motion of Director Kelley, seconded by Director Waldron, and on the following roll call vote, to wit:

AYES:	Kelley, Waldron, Rowe, Janowicz
NOES:	None
ABSENT:	Richards
CONFLICTS:	None

the foregoing resolution is hereby passed, approved and adopted by the Board of Directors of the Avila Beach Community Services District this 10th day of December, 2013.



Peter Kelley, President
Avila Beach Community Services District
Board of Directors

ATTEST:



John Wallace, General Manager
And Secretary to the Board

2013/14 Fiscal Year Budget
Avila Beach Community Services District
Pay Grades and Related Steps, Hourly Rates
for Permanent Employees
To Be Effective 1/1/14

	GRADE 4 Adopted	GRADE 5 Adopted	GRADE 7 Adopted	GRADE 9 Adopted	GRADE 11 * Proposed Hourly Annual Salary
STEP 1	12.73	15.21	17.99	24.92	35.11 73,028
STEP 2	13.37	16.62	19.37	26.30	36.86 76,679
STEP 3	14.03	17.99	20.75	27.43	38.71 80,513
STEP 4	15.21	19.37	22.17	29.08	40.64 84,539
STEP 5	16.62	20.75	23.56	30.53	42.68 88,766
DEPARTMENT	Clerk Typist	Accounting Clerk	Admin Secretary	Office Manager**	General Manager I
Administration					
Wastewater and	Laborer	WW Operator I	WW Operator II	Superintendent	
Drinking Water		Maintenance Foreman	W Operator II		
Fire Department	Fire Fighter	Fire Engineer	Fire Captain	Fire Chief	

STEP PARAMETERS

Step 1 is starting wage. Increase to Step 2 is guaranteed with satisfactory six month review and end of probation period.
 Step 2 increase is guaranteed with satisfactory six month review and end of probation period.
 Step 3 is available, is guaranteed, upon satisfactory yearly review, after 1 year of service in Step 2 and supervisor's recommendation.
 Step 4 is available, not guaranteed, upon satisfactory yearly review, after 1 year of service in Step 3 and supervisor's recommendation and General Manager's approval.
 Step 5 is available, not guaranteed, upon satisfactory yearly review, after 1 year of service in Step 4, supervisor's recommendation, General Manager's and personnel committee approval.
 Grades 4-9 are hourly, Grade 11 is salaried as an exempt position

COST OF LIVING ADJUSTMENT

Yearly on July 1, all employees may be given a cost of living adjustment if approved by the Board of Directors. The percent will be applied to all grades and steps equally and the above schedule will be recalculated to reflect such Board action. The applicable percent shall be based on the consumer's price index for inflation released for the previous year by the Federal Government and proposed to the Board by the General Manager along with his recommendation for approval or defer depending on the fiscal impact on the District. This Adjustment is applicable to all employees as a group, but not guaranteed.

* July 2013 cost of living increase is 3%
 ** Only District Employee

HISTORIC COST OF LIVING ADJUSTMENT

July 2008 adopted cost of living increase was 3%
 July 2009 adopted cost of living increase was 0%
 July 2010 adopted cost of living increase was 0%
 * July 2011 adopted cost of living increase was 0%
 * July 2012 adopted cost of living increase is 0%
 * July 2013 proposed cost of living increase is 3%
 ** only district employee position at this time

07/12/13

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