

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

**TO:** FRAQMD BOARD OF DIRECTORS

**FROM:** Christopher D. Brown, AICP, APCO

**SUBJECT:** Approve the Agreement between Feather River Air Quality Management District and its Employees regarding Salaries and Benefits and authorize the Chairman and related parties to execute related documents.

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**RECOMMENDATION:**

Approve the Agreement between Feather River Air Quality Management District and its Employees regarding Salaries and Benefits and authorize the Chairman and related parties to execute related documents.

**ALTERNATIVE:**

Do not approve the Agreement.

**BACKGROUND**

If at the conclusion of the closed session the Board of Directors agree to the Personnel Committee recommendation, it is necessary that the Agreement be approved in open session.

**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 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 Assistant, Fiscal Assistant, Air Quality Engineer I, Air Quality Engineer II, Air Quality Compliance Specialist I, Air Quality Compliance Specialist II, Air Quality Planner I, 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.

**iiii. Vacation BuyBack One Time**

Vacation buy-back of up to 120 hours, provided at least 60 hours of paid leave (including CTO and MTO) remains.

Buy-back available upon signing of agreement, expires 6/30/2023.

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

\_\_\_\_\_  
Judith Harlow  
Chief Negotiator  
Date: \_\_\_\_\_

\_\_\_\_\_  
Lakhvir Ghag  
Chairperson  
Date: \_\_\_\_\_

\_\_\_\_\_  
Maria Ramos  
Fiscal Assistant  
Date: \_\_\_\_\_

\_\_\_\_\_  
Christopher Brown AICP  
APCO, Chief Negotiator  
Date: \_\_\_\_\_

\_\_\_\_\_  
Jeanelle Lim  
Administrative Assistant  
Date: \_\_\_\_\_

\_\_\_\_\_  
Rachelle Channel  
Management Representative  
Date: \_\_\_\_\_

\_\_\_\_\_  
Cory Casey  
Air Quality Compliance Specialist  
Date: \_\_\_\_\_

\_\_\_\_\_  
Kelly Baucom  
Air Quality Compliance Specialist  
Date: \_\_\_\_\_

\_\_\_\_\_  
Robin Demma  
Air Quality Engineer  
Date: \_\_\_\_\_

\_\_\_\_\_  
Peter Angelonides  
Air Quality Planner  
Date: \_\_\_\_\_