FEATHER RIVER AIR QUALITY MANAGEMENT DISTRICT
MEMORANDUM
6/5/17

TO: FRAQMD BOARD OF DIRECTORS

FROM: Christopher D. Brown, AICP, APCO

SUBJECT: Employment Agreement

RECOMMENDATION:

Authorize Board Chair to sign attached Employment Agreement for the Air Pollution Control Officer.

ALTERNATIVES:

Request amendments to the agreement and authorize the Chair to sign the amended agreement.

BACKGROUND:

While Employee evaluations occur in closed session, employment contracts must be approved in open session. It is not uncommon for the District to have the agreement approved at the meeting following the conclusion of the evaluation. However due to the number of changes to the PERS contacts and the upcoming budget year it is best that this agreement be approved at this time.

DISCUSSION:

In the fall of 2016 the District renegotiated all employment agreements, except for the APCO, to have the employee contribute the 8% Employee retirement share (previously paid by the District) beginning on 10/1/17. Including in these negotiations was a 1% pay increase on 7/1/17 and a 6.75% pay increase on 10/1/17. These increases were established to roughly offset the reduction in take home pay resulting from changes in retirement. In addition other changes were made to vision coverage and pre tax withholding (both effective 7/1).

On Monday April 3rd the APCO and Administrative Services Officer (District HR Director) met with the Personnel Committee to discuss the APCO's review process (closed session item on this agenda) and proposed contract amendments.

The proposed contract (attached) includes the following –

1.) General language cleanup consistent with other local government employment contracts.
2.) Salary and retirement adjustments identical to other District employees (items 5 A, B and C).
3.) A Market adjustment of 6% effective 7/1/18 bringing the Salary to the same level as the Butte County Air Pollution Control Officer.

FISCAL IMPACT:

The proposed salary amendments have been included in the proposed budget.