



Eastern Kern

Air Pollution Control District

Glen E. Stephens, P.E.
Air Pollution Control Officer

May 2, 2019

Board of Directors
Eastern Kern APCD
2700 "M" Street, Suite 302
Bakersfield, California 93301

SUBJECT: Cost of Living Increase for Air Pollution Control Officer

Honorable Board:

The Eastern Kern Air Pollution Control District (District) currently has a staff of 10 persons including one Air Pollution Control Officer (APCO). According to the United States Bureau of Labor Statistics, the cost of living has increased 19.7% since 2008 (see attachment). The APCO received a cost of living adjustment (COLA) of 10% in 2017. Therefore, an outstanding 9.7% COLA is available to bring the APCO salary in balance with current cost of living.

Therefore, District Staff is proposing a 7.5% COLA increase for the APCO. This cost of the increase is approximately \$11,600. The District generated a surplus of \$179,970 during Fiscal Year (FY) 2017-2018. The proposed pay increase will reduce the part of the budget surplus.

The salary increase will have to proceed to normal channels; therefore, the proposed salary will probably not take effect until FY 2019-2020. The increase will be incorporated into the proposed FY 2019-2020 fiscal budget. The District's budget will not be adversely affected by the increased cost.

IT IS RECOMMENDED your Board approve Air Pollution Control Officer cost of living adjustment of 7.5% from salary range of 75.3 to 76.8, effective May 2, 2019, and refer this item to the Kern County Board of Supervisions for corresponding amendment of salary ordinance.

Sincerely,

Glen E. Stephens, P.E.
Air Pollution Control Officer

GES:kl
Attachment