

Planned Cost of Living (COL) Increases for Operational Staff

As depicted in **Figure 1**, since 2018 the California COL index has risen close to 20%, estimated at 8% or more in 2022 alone.

YEAR	CPI	INC	COL Inc
2018	263.048		
2019	270.813	7.765	3.0%
2020	275.568	4.755	1.8%
2021	294.211	18.643	6.8%
2022	310.000	15.789	8.5%
		46.952	20.0%

Figure 1, COL increase 2018 to 2022

During the same period, our field staff has only seen 2.6 to 5.6% effective COL increases after merit/promotion increases as depicted in **Figure 2**. The District gave our Lead Operator a \$1.80 increase when promoted to Lead Operator after Ivan's passing. Both our Operator 1's were given a \$1.00 raise after obtaining their latest Operator Certifications. Given the ever increasing COL increases, a meaningful increase is due.

	1-Jul-18	1-Jul-19	1-Jul-22	Change	Percent	Effective
Lead Operator	\$ 31.25	\$ 33.14	\$ 34.72	\$ 3.47	11.1%	5.1%
Operator 1		\$ 18.00	\$ 20.00	\$ 2.00	11.1%	5.6%
Operator 1	\$ 18.00	\$ 19.00	\$ 19.48	\$ 1.48	8.2%	2.7%
Safety	\$ 18.00	\$ 18.00	\$ 18.46	\$ 0.46	2.6%	2.6%

Figure 2, CSD wage increase since 2018 to 2022

With a 7.5% COL increase, our rates are still well within the CSDA Wage Survey ranges as well as representative local CSD wages as indicated in Figure 3. Even with the increase, these wages are below comparable positions in local districts. The District needs to take care of and retain our employees to ensure the success of the District and should schedule a program of regular annual COL increases in our budgeting process. While I could not find a comparable position to our Fire Coordinator/Safety Manager other than the Safety Coordinator in the CSDA survey data, our incumbent's position and years of experience warrant an increase to \$20 per hour.

	1-Jul-22	New Wage 7.5% COL	CSDA Median		Plumas Eureka CSD	American Valley CSD
Lead Operator	\$ 34.72	\$ 37.32	\$ 45.15	Maint. Super.	\$ 40.00	\$ 38.46
Operator 1	\$ 20.00	\$ 21.50	\$ 28.55	Oper. 1/2	\$ 26.42	\$ 23.46
Operator 1	\$ 19.48	\$ 20.94	\$ 28.55	Oper. 1/2	\$ 26.42	\$ 23.46
Fire/Safety Coordinator	\$ 18.46	\$ 19.84	\$ 28.80	Safety Coord.	\$ -	0

Figure 3, CSD Wage Comparison with 7.5% Increase