

### **Summary: General Manager Seeks Raise in Salary**

- The current salary of \$20.00 per hour has not changed since 2013 (8 years) when the former General Manager was hired.
- I was hired in June of 2017. I have been working for the District for almost 4 years.
  - See GM Job Description
  - In 2018 I asked the Board, and received, an increase in the number of hours paid from 20 to 25 hours per week.
  - See the hour log binder – I average 30-35 + hours a week.
  - I efficiently complete all of my duties.
  - I have received 5's – Outstanding in all categories from my GM evaluations from 2018 -2020 (I didn't get an evaluation in 2017 – too new)
- I am asking for a raise of \$7.00 more per hour bringing the total rate to **\$27.00** per hour. That translates to **\$35,100** per year and \$2,925 per month. I know this is a big ask, however, if you compare all the different district employee compensation information I have included, you will see this is the lowest pay scale of someone doing the job duties I perform, are paid. Most average \$30 – \$32 per hour.
  - This will cost 12.7% of our revenue of approximately \$275,740 this year (currently it is 9.5%). Notice the Greenstone Country CSD's General Manager makes 13.9% of their revenue of \$247,662. She still makes more than I do, does less and works less hours.
  - Also note that I am fully qualified, with experience and education, to perform most of the job descriptions provided and thus would be at the top tier pay scale in many of the job titles listed, for example: 4 or 4A of the El Dorado Hills CSD Executive Assistant/Clerk of the Board position at \$32.76 to \$33.58 per hour.
  - I have a BS from UC Berkeley in Conservation and Resource Studies with an emphasis in Environmental Law and Regional Planning.
  - Compare what others make in General Manager, Board Secretary/Clerk, Executive Assistant positions with job descriptions similar to my own. In addition, I perform a combination of many of the duties most other organizations have separate titles for, such as: The CSDA's General Manager, Executive Assistant and Board Secretary/Clerk; all separate job titles and pay.
- I also perform duties that are not in the GM job description:
  - instead of "Assists" with gate operations, much of the gate malfunctions are handled by myself and Ken. I, and it's usually we, go out when a call comes in that the gate is malfunctioning and we usually fix it so that the District doesn't have to wait or pay for the gate contractor to come out. Or we trouble shoot it so that when I call him to explain what the issue is Andrey can coach me how to fix it over the phone. Ken also has replaced call box screens, call box key pads, gate batteries, and assisted in DSL connectivity issues.

- The gate cameras duty is Not listed in the GM job description. Yet, I have worked so hard to keep these antiquated cameras functioning. I have spent many hours calling, staying on top of Sonitrol and AT&T to find out why they aren't working. I Replaced many routers and made many phone calls to AT&T to keep the DSL running. Then many hours with Lynn and Sonitrol trying to find a better solution. Lynn helped to get a wireless signal to the Mini Storage gate camera so it would function, but I still have to go out and figure out why it goes down. Additionally, I have spent many hours looking over camera footage for; who damaged the gates, and police for license plates and descriptions.
- We have No IT Department or employee. When I have computer troubles I can't figure out, Ken and/or my son Kenny volunteer to help me fix it.
- Per California Government Code for Community Services Districts "61050 (a) The board of directors shall appoint a General Manager." You need to employ a General Manager to run this District.