

RESOLUTION 12-19

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT ACCEPTING THE COMPENSTATION SURVEY PREPARED BY KOFF AND ASSOCIATES AND DIRECTING THE DEVELOPMENT OF AN IMPLEMENTATION PLAN FOR REVISED SALARIES

WHEREAS, the Board of Directors adopted a high priority management objective intended to improve the District's ability to attract, develop and retain high quality, qualified employees; and

WHEREAS, the District prepared and circulated a Request for Proposals for consulting services for the preparation of a compensation study and report to determine if salaries and benefits offered to employees were adequate to support its personnel goals; and

WHEREAS, on August 13, 2018 the District entered into contract with Koff & Associates to prepare a thorough compensation evaluation; and

WHEREAS, Koff & Associates developed, and the Board approved on December 11, 2018 a slate of similar comparator public agencies against which the District salaries and benefits would be compared; and

WHEREAS, the Board of Directors on February 12, 2019 approved the position classifications which were to be evaluated by Koff & Associates as benchmarks within the study; and

WHEREAS, the Draft Final Total Compensation has been prepared by Koff & Associates for consideration by this Board and is included herein as Attachment A.

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT DOES HEREBY:

1. Accept the Koff & Associates Draft Total Compensation Report as presented
2. Accept the Appendix III Salary Schedule subject to an implementation plan
3. Approve establishing target salary ranges for District positions at the Total Compensation Study Median
4. Prepare an implementation plan to move existing employees into the revised salary schedule and classification ranges

WHEREFORE, this Resolution is passed and adopted by the Board of Directors of the Groveland Community Services District on April 12, 2019, by the following vote:

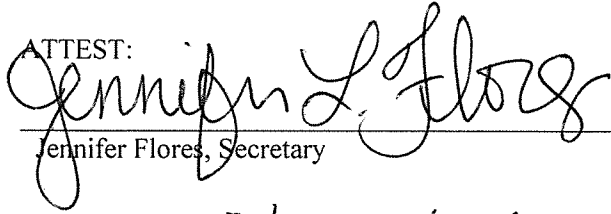
AYES: Directors Armstrong, Edwards, Kwiatkowski, Mora, and Swan

NOES:

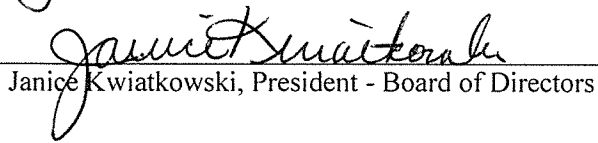
ABSTAIN:

ABSENT:

ATTEST:



Jennifer Flores, Secretary



Janice Kwiatkowski, President - Board of Directors

CERTIFICATE OF SECRETARY

I, Jennifer Flores, the duly appointed and acting Secretary of the Board of Directors of the Groveland Community Services District, do hereby declare that the foregoing Resolution was duly passed and adopted at a Special Meeting of the Board of Directors of the Groveland Community Services District, duly called and held on April 12, 2019.

DATED: April 12, 2019.