

**NOTICE AND AGENDA
SPECIAL MEETING OF BOARD OF DIRECTORS**

**SELMA-KINGSBURG-FOWLER
COUNTY SANITATION DISTRICT**

OCTOBER 28, 2022

1:00 P.M.

11301 E. Conejo Avenue, Kingsburg, CA 93631

THE BOARD OF DIRECTORS HAS RESUMED MEETINGS IN PERSON. PER PROVISIONS OF EXECUTIVE ORDERS N-25-20 AND N-29-20 ISSUED BY THE GOVERNOR'S OFFICE, THE MEETING WILL ALSO BE AVAILABLE REMOTELY FOR MEMBERS OF THE PUBLIC AND MEMBERS OF THE BOARD.

This meeting will be available for public viewing and participation through Zoom.

Weblink: <https://us06web.zoom.us/j/87868016184?pwd=MVc3SHBaeTc4ZEt6Y2F5azJPc2dLdz09>

Telephone Number 1-669-900-6833

Meeting ID 878 6801 6184

Passcode 636156

Public comment will be accepted in person, via Zoom and by email at akirk@skfcsd.org

CALL TO ORDER AND ROLL CALL

DIRECTORS

Nathan Magsig

Sarah Guerra

Daniel Parra

Buddy Mendes, Vice Chair

Michelle Roman, Chairwoman

STAFF and CONSULTANTS

Alicia Kirk, Executive Assistant to the G.M.

Hilda Cantú Montoy, General Counsel.

David Bacon, Information Systems Analyst

NOTICE IS HEREBY GIVEN that the Board of Directors has called a Special Meeting.

The sole business to be conducted at the Special Meeting is as follows:

- A. Subject: Salary Range for General Manager Position
Recommendation: Establish Salary Range for General Manager Position

PUBLIC COMMENT: Members of the public shall have an opportunity to be heard on items on this agenda.

POSTING OF NOTICE/AGENDA: This notice is given pursuant to CA Government Code Section 54956 and this notice shall also be posted at least 24 hours prior to the special meeting in a location that is freely accessible to members of the public and on the District website at www.skfcsd.org.

REASONABLE ACCOMMODATION: In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact Alicia Kirk at 559-897-6500 EXT 213. Notification prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102.35.104 ADA Title II).

NOTICE OF AVAILABILITY OF AGENDA MATERIALS: Any writings or documents provided to a majority of the Board of Directors regarding any item on this agenda will be made available for public inspection at the District Office located at 11301 E. Conejo Ave., Kingsburg, CA 93631 during normal business hours of 8:00 a.m. – 4:30 p.m., Mondays through Fridays. Such writings or documents will also be made available on the District website at www.skfcsd.org.

10.26.2022
Date


Alicia Kirk, Executive Assistant to
the General Manager

STAFF REPORT

(October 28, 2022 Special Board Meeting)

To: S-K-F CSD Board of Directors

Agenda Item: A

From: Hilda Cantu Montoy, General Counsel

SUBJECT:

General Manager Salary Range.

RECOMMENDATION:

Establish a salary range for the position of General Manager.

EXECUTIVE SUMMARY

The Ad Hoc Committee was advised by recruitment firm that it is helpful to have a salary range for the General Manager. Based on that the Chair called this special meeting. Attached is a survey conducted at the beginning of this year which the Board may find helpful. The recruitment firm will send information on October 17th regarding salary ranges for comparable positions.

Attachments:

- January 2022 Survey

Valley Salary Survey Prepared 1-11-2022				
CITY	MOST COMPARABLE	CITY		
or	MUNICIPAL	TITLE		
	TITLE FOR	MAXIMUM		
	S-K-F CSD	MONTHLY	ANNUAL SALARY	
AGENCY	GENERAL MANAGER	SALARY		
SELMA	City Manager	15,666	\$	187,992.00
KINGSBURG	City Manager	14,628	\$	175,536.00
FOWLER	City Manager	13,092	\$	157,104.00
BAKERSFIELD	Public Works Director	14,944	\$	179,328.00
FRESNO	Public Works Director	16,344	\$	196,128.00
HANFORD	City Manager	16,354	\$	196,248.00
MERCED	City Manager	18,451	\$	221,412.00
PORTERVILLE	City Manager	14,470	\$	173,640.00
TULARE	City Manager	17,072	\$	204,864.00
VISALIA		17,627	\$	211,524.00
VALLEY AVG.		15,865		
SKF (January 1, 2022)	GENERAL MANAGER	14,240		

NOTE: Comparability is established by supervisory responsibility. The positions listed supervise the WWTP Utility Manager (Asst Mgr at SKF), who in turn supervises the WWTP Superintendent (Plant Operations Supv at SKF).

S-K-F Sanitary District - General Manager Recruitment Compensation Comparison

Date: October 26, 2022

This information is not part of a formal compensation study and should be used for discussion purposes only. CPS HR looked at sanitary districts, water districts, and city public works departments of similar size or generally located close to S-K-F's facilities in the Central Valley.

All data in this table reflects data from 2021 unless otherwise noted.

Agency Name (2021 unless otherwise noted)	Location	Last known salary
Indian Wells Valley Water District (2022)	Ridgecrest	\$ 205,000
East Niles Community Services District	Bakersfield	\$ 196,106
Modesto Public Works Director	Modesto	\$ 183,289
North of River Sanitary District	Bakersfield	\$ 182,177
Bakersfield Public Works Director (2020)	Bakersfield	\$ 174,524
S-K-F General Manager	Selma	\$ 170,880
Lamont Public Utility District	Lamont	\$ 169,560
Fresno Public Utilities Director	Fresno	\$ 167,589
South San Luis Obispo County Sanitation District	San Luis Obispo	\$ 165,019
Tulare Public Works Director	Tulare	\$ 153,149
Merced Public Works Director	Merced	\$ 147,628
Chowchilla Public Works Director	Chowchilla	\$ 118,438
Malaga County Water District	Fresno	\$ 109,824