



Agenda Date: January 16, 2020  
Agenda Placement: Regular  
Estimated Time: 15 minutes  
Continued Item: No

## Board Agenda Item

TO: Air Pollution Control District Board  
FROM: Cathy Murillo, Chair of the Board of Directors  
SUBJECT: Consideration of Salary Merit Increase for Control Officer Arlin Genet

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### RECOMMENDATION:

That the Board consider a salary merit increase for Control Officer Aeron Arlin Genet. For purposes of discussion, this Board letter proposes a 3 percent salary merit increase.

### BACKGROUND:

The current Agreement of Employment between Control Officer Arlin Genet and the District is effective from September 7, 2017 to January 21, 2021 (Attachment 1). Pursuant to Section 5 “Salary” of the Agreement of Employment, the Board agreed to salary discussions with the Control Officer in conjunction with the annual employee performance review required under Section 6 of the contract. Control Officer Arlin Genet’s employee performance review was completed in December 2019 with an exceptional rating.

### DISCUSSION:

I am docketing this Board letter in order to honor the Board’s agreement to conduct salary discussions with the Control Officer. For purposes of discussion, a 3 percent merit increase is proposed. For reference, in addition to Cost of Living Adjustments (“COLA”), District managers are eligible for annual step increases of 5% until they reach the top of the salary range for their classification. The Board has discretion in this matter and may grant a 3 percent increase, grant a smaller or larger increase, or decline to increase the salary.

At the October 2018 meeting, the Board approved amendments to the Management Personnel Benefits Policy. These amendments included Staff COLA increases of 2 percent effective September 10, 2018 and 3 percent effective July 1, 2019. Pursuant to Section 8(E) of the employment contract, the Control Officer receives all COLAs authorized for Staff. In addition,

the Board amendments included that the “cafeteria dollars” or “unit cash” of \$8,544.64 be incorporated into the base pay. In December 2018, following an annual performance evaluation, the Board granted a 3% merit increase. With the incorporation of the unit cash, the COLAs, and the 2018 merit salary increase, the Control Officer Arlin Genet’s annual salary is \$198,445.16.

**FISCAL IMPACT:**

Control Officer Arlin Genet’s salary as of today is \$198,445.16 annually. If a 3 percent salary merit increase is approved, the annual salary will increase to \$204,398.51.

**ATTACHMENT:**

- A. Agreement of Employment Between Santa Barbara County Air Pollution Control District Board and Aeron Arlin Genet, Air Pollution Control Officer