

# CPAD District Manager Salary Update

Cameron Park Airport District

Board Meeting

March 25, 2024

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# District Manager's Salary Update

- History
  - Up to a few years ago, CPAD paid manager by the hour
  - Board approved going to Salary to avoid overtime charges
    - To meet the exemption test, an employee must earn no less than two times the state's minimum wage for full-time work.
  - Current salary ~\$52,000 (TBC)
    - \$25/hour
    - FY 2023/24 budget \$58,240 (for 3% merit)
- California minimum wage increased to \$16.00 per hour on Jan 1, 2024
  - Exempt salary is now no less than \$66,560 (\$32/hour)
- Exempt Salary is above budget, requires board approval
- Motion to approve new salary of \$66,560 and retro active pay of \$4,140

# Budget Impact Analysis

- Increases expenses by:
  - Against current salary: \$14,560
    - \$1,213.33 / month
  - Against FY23/24 Budget: \$8,320
    - \$693.33 / month
- FY23/24 Expense 6001 overrun by \$2,080
  - 3-months left in current FY
- FY24/25 budget will need to include updated expense
- Alternate is to go back to hourly pay
  - Currently \$25/hour

# Funding / Allocation

- FY24/25 budget
  - As noted in financial report;
  - *May* need to allocate some of the new airport funds from Measure J to airport operations
  - Amount will depend of variable income budget lines

# CPI

- Started August 2021, \$50,000
- Raise ~June 2022, \$52,000 Salary
- CPI: 2021 4.7%, 2022 8.0%, 2023 4.1%, Jan2024 0.3\$, Feb2024 0.4%
  - Total 15.4%
- \$50,000 to \$66,560 = 24.9%
  - CPI increased 15.4% = 9.5% pay increase
- \$52,000 to \$66,560 = 21.9%
  - CPI increased 10.7% = 11.2% pay increase