

RESOLUTION NO. 2025-112

Adopted by the Sacramento Area Flood Control Agency

**AUTHORIZING THE EXECUTIVE DIRECTOR TO ENACT COST OF LIVING
ADJUSTMENTS PURSUANT TO THE SAFCA ADMINISTERED PERSONNEL
MANAGEMENT SYSTEM POLICIES AND PROCEDURES**

WHEREAS, the Sacramento Flood Control Agency (SAFCA) is an independent public government agency created in 1989 as a joint exercise of powers authority of the State of California pursuant to Article I (commencing with Section 6500) of Chapter 5 of Division 7 of Title 1 of the Government Code, by a Joint Exercise of Powers Agreement (JPA Agreement) between the City of Sacramento, the County of Sacramento, the Sacramento County Water Agency, the County of Sutter, the Sutter County Water Agency, Reclamation District No. 1000, and the American River Flood Control District; and

WHEREAS, the SAFCA Act (Stats. 1990, Chapter 510, S.B. 46, amended by SB 930 (2007)), granted SAFCA specific powers and authorities necessary to plan, design, construct, operate, and maintain flood control and environmental restoration projects, alone or in cooperation with other entities; and

WHEREAS, on April 16, 2015, the SAFCA Board of Directors adopted Resolution No. 2015-037, creating a self-administered personnel management system, and establishing the Employee Handbook encompassing employee rules, policies, benefits, and compensation; and

WHEREAS, the SAFCA Employee Handbook, including Policy and Procedure Number 3, identifies procedures for enacting annual Cost of Living Adjustments (COLA) that will be applied in January of every year; and

WHEREAS, the SAFCA are eligible for a COLA based on the Consumer Price Index data which will be published in December 2025.

NOW, THEREFORE, BE IT RESOLVED BY THE SACRAMENTO AREA FLOOD CONTROL AGENCY BOARD OF DIRECTORS THAT:

In accordance with the Employee Handbook, Policy and Procedure Number 3, Cost of Living Adjustment, the Executive Director, or his designee, is hereby authorized to enact a Cost of Living Adjustment based on the Consumer Price Index data which will be released in December 2025 for Calendar year 2026 to be applied for all regular employee salaries.

ON A MOTION BY Director Holloway, and seconded by Director Rodriguez, the foregoing resolution was passed and adopted by the Board of Directors of the Sacramento Area Flood Control Agency, this 20th day of November 2025, by the following vote, to wit:

Resolution No. 2025-112

Page 2

AYES: Directors: Avidis, Desmond, Holloway, Hume, Jennings, Johns, Kaplan,
Kennedy, Munoz, Rodriguez, and Stephens

NOES: Directors: (None)

ABSTAIN: Directors: (None)

RECUSE: Directors: (None)

ABSENT: Directors: Bains and Pluckebaum

Signed by:

Patrick Kennedy

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Chair of the Board of Directors of the
Sacramento Area Flood Control Agency

(SEAL)

ATTEST:

DocuSigned by:

Lyndee Russell

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Clerk of the Board of Directors

JClr/2026 cola.reso

Attachment(s)

SACRAMENTO AREA FLOOD CONTROL AGENCY
Full Time Equivalency-Salary Range
FUND 325A - Fund Center 3252661 - O & M Assessment District
Fiscal Year 2025/26
Salary Schedule Effective 7/1/25 through 6/30/26

Position	FTE	Annual Salary Range	
		Step 1	Step 8
Accountant	1	\$ 72,713	\$ 109,069
Administrative Technician	1	\$ 61,025	\$ 87,386
Administrative Officer	1	\$ 101,905	\$ 143,391
Agency Counsel	1	\$ 180,181	\$ 243,773
Associate Civil Engineer	1	\$ 119,275	\$ 158,728
Contracts Specialist	1	\$ 69,250	\$ 103,875
Deputy Executive Director	1	\$ 159,883	\$ 239,175
Director of Engineering	2	\$ 153,207	\$ 234,235
Director of Planning	1	\$ 153,207	\$ 234,235
Director of Planning (Retired Annuitant)	0.5	\$ 76,604	\$ 117,118
Executive Director	1	\$ 176,782	\$ 265,172
Executive Secretary / Clerk of the Board	1	\$ 65,309	\$ 93,520
Principal Engineer	2	\$ 130,854	\$ 184,567
Principal Planner	1	\$ 124,623	\$ 175,778
Real Estate Manager	1	\$ 107,271	\$ 150,941
Secretary	1	\$ 43,919	\$ 61,805
Senior Accountant	1	\$ 79,994	\$ 119,982
Total FTE	18.5		

FY 2025/26 Position Adds and Deletes			
Position	Delete	Add	Total FTE
Total			

Revision Date: 1/1/26
Revision Type: COLA Reso# 2025-112 - 2.7%
Pay Rate Effective Date: 1/10/2026 - 6/30/2026