



## CCAA BOARD MEMO

Agenda Item: H-5

BOARD MEMO 2022-38

Meeting Date: November 16, 2022

**Agenda Title:** FOR DISCUSSION AND POSSIBLE ACTION:  
CONSIDERATION FOR PAY INCREASES FOR AIRPORT OPERATIONS  
TECHNICIAN. (C. Jenkins)

**Staff Summary:** Airport Operations Technician Rick Lee has performed exceptionally well in his position since his last raise over a year ago on July 1st, 2021. A recommended increase of 10% is reflective of his performance and will slightly exceed the most recent consumer price index calculation.

**Agenda Action:** Formal Action/Motion

**Time Requested:** 15 Minutes

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### Proposed Motion

I move to approve the raise of 10% for Rick Lee effective December 1, 2022

### CCAA'S Strategic Goal

Maintain airport infrastructure in top condition

### Previous Action and Executive Summary

The Airport Authority approved a raise for Rick Lee in June 2021. It has been over a year since that raise and during the past year the world has experienced significant inflation. For a pay increase to be meaningful, the raise will need to exceed the recent increase in cost of living. The point of reference for determining the proposed rate was the Social Security Cost-of-Living Adjustment of 8.7% taking place in January. A 10% pay increase will increase the hourly rate from \$24.15 to \$26.57. Compared to Reno-Tahoe International, the increased salary is more than a maintenance technician, but is lower than an Airport Operations Agent. Rick deserves the pay increase because he has been able to perform almost

all maintenance tasks himself, saving the airport a significant amount in expenses. Some of those tasks are complex vehicle maintenance, herbicide and preemergent certification, gate security improvements, landscaping, and airport improvement research.

**Financial Information**

Is there a fiscal impact?

No  Yes

If yes, account name/number & amount: 3099 General Fund

General Fund: The annual payroll expense will increase from \$50,232.00 to \$55,265.60.

Is it currently budgeted?

Yes, an increase of 7% was included in the budget

**Alternatives**

Approve a different pay increase percentage

Decline the pay increase

**Board Action Taken:**

Motion: \_\_\_\_\_ 1) \_\_\_\_\_  
2) \_\_\_\_\_

Aye/Nay

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(Vote Recorded By)