



Eastern Kern

Air Pollution Control District

Gary Ray, Jr.
Air Pollution Control Officer

July 24, 2025

Board of Directors
Eastern Kern APCD
2700 "M" Street, Suite 302
Bakersfield, California 93301

SUBJECT: Salary Adjustment for District Staff

Honorable Board:

The Eastern Kern Air Pollution Control District (District) currently employs a dedicated staff of eleven individuals. According to recent data from the U.S. Bureau of Labor Statistics, the Consumer Price Index (CPI) has increased by 25% since 2020. In comparison, cost-of-living adjustments (COLAs) provided to District staff over the same five-year period have totaled approximately 20%.

To help ensure staff compensation remains competitive and better aligned with inflationary trends, a salary adjustment is warranted. Accordingly, a 5% salary increase is proposed for all District staff. This adjustment is projected to cost approximately \$100,000 annually, an amount that has already been incorporated into the proposed Fiscal Year 2025–2026 budget.

IT IS RECOMMENDED that your Board approve the proposed five percent (5%) salary increase for District staff and refer this matter to the Kern County Human Resources Division for the necessary amendments to the salary schedule.

Position	Current Range	Proposed Range	Position	Current Range	Proposed Range
Control Officer (0180)	80.7	81.7	Engineer (2198)	70.6	71.6
Administrative Manager (0181)	71.0	72.0	Senior Specialist (2211)	69.3	70.3
Compliance Supervisor (2210)	73.2	74.2	Specialist I/II (2213/2212)	65.3/67.3	66.3/68.3
Senior Engineer (2196)	72.6	73.6	Support Specialist (3273)	58.0	59.0

Sincerely,

Gary Ray, Jr.
Air Pollution Control Officer

GR: cb

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