

**SILICON VALLEY  
ANIMAL CONTROL AUTHORITY**

**AGENDA ITEM**

**Consideration of Staff Merit Compensation**

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**RECOMMENDED MOTION**

That the Board of Directors consider a one-time merit increase for all currently active SVACA staff who were employed and active for the full year in 2017-18.

**DISCUSSION**

At the September 26, 2018 Board meeting, Vice-Chair O'Neill directed staff to discuss and review the process with TAC representatives and recommend changes if desired. Staff met and discussed with the Finance Directors from each member agency on October 11, 2018. Each member's salary process was reviewed. For 2019-20, staff will review all current salary ranges and ask the Board to consider approving policies for merit and longevity salary increases. Staff is not proposing an increase to SVACA's operating budget for 2018-19.

Due to the continued healthy state of SVACA's finances (2017-18 operating surplus of \$216,883) as well as the additional workload all staff took on due to medical leaves and position vacancies, staff remains hopeful the Board will consider approving a one-time merit increase for all currently active SVACA staff employed for the full year in 2017-18. For future years, staff will work to have additional salary policies approved. Staff has prepared three options for consideration which follow.

Option 1: 3.5% of annual salary for a total of \$41,677

Option 2: 4.0% of annual salary for a total of \$47,631

Option 3: 4.5% of annual salary for a total of \$53,585

**DOCUMENTS ATTACHED**

Current SVACA Reserves

**SVACA Reserves**  
**10/31/18**

**SVACA Reserves (RESTRICTED)**

Maddie's Pet Adoption Days Grant -2014	\$	21,139.00
Maddie's Pet Adoption Days Grant -2015	\$	35,700.00
Animal Assistance Fund	\$	357,405.00
Chubz Fund	\$	4,486.00
<b>Total:</b>	<b>\$</b>	<b>418,730.00</b>

**SVACA Reserves (UNRESTRICTED)**

Capital Project Improvement Fund	\$	34,000.00
Operating Reserve Fund	\$	131,396.00
Reserve for Unknown Losses	\$	203,003.00
Vehicle Replacement Fund	\$	10,679.00
Undesignated Reserve	\$	14,400.00
SB 90 Reimbursement	\$	902,600.00
<b>Total:</b>	<b>\$</b>	<b>1,296,078.00</b>