

**SALARY RESOLUTION OF THE
BOARD OF DIRECTORS OF THE
BEN DAVIS CONSERVANCY**

WHEREAS, the Ben Davis Conservancy (“BDCD”) has reviewed the recommendations of its accountants and other experts, and has considered the performance, responsibilities, market rate compensation for the representative job titles (including a compensation study performed by Total Reward Solutions, LLC) and duties, benefits, and other factors for all employees and Board Members of the BDCD and has taken into consideration the financial resources of the BDCD; and

WHEREAS, the Board has conducted a public hearing on September 20, 2021 and has considered the matters presented from the public; and

It is hereby RESOLVED by the Board of Directors of the Ben Davis Conservancy as follows:

That the 2021 Salary Ordinance/Resolution shall be modified as follows beginning January 1, 2022 through December 31, 2022: Board of Directors Compensation shall be increased by 7.143% (pursuant to a Court Order of the Marion County Circuit Court due to increased time and responsibly of the BDCD Board of Directors in the building of a sewer treatment facility); Secretary and Financial Officer Salary shall be increased by 9.091% from 2021 with an equal or greater dollar increase to occur in 2023 to incrementally move this salary towards the market average; Administrative Assistant/Project Coordinator Salary shall be increased by 7.924% from 2021; Billing and Receipt Clerk hourly rate shall be increased by 11.11% from 2021; Maintenance II hourly rate shall be increased by 3% from 2021 and Maintenance I hourly rate shall be increased by 3% from 2021. Temporary help shall be employed at a rate between \$10 per hour and \$20 per hour depending on the services provided, experience, duties of the jobs, and skills required.

Said increases are hereby incorporated by reference in this Resolution are hereby ADOPTED. All other portions of the 2021 Salary Ordinance/Resolution not specifically modified herein shall remain in full force and effect.

Dated

FRED F. BUCKINGHAM

BEVERLY A. MATTHEW

JEFFREY T. WOOD

ATTEST:

Angela Wirth, Secretary
Davis Conservancy District