



**SANTA YNEZ COMMUNITY SERVICES DISTRICT
MEMORANDUM**

TO: Board of Directors

FROM: Alexandra Griffith, General Manager
Alicia Marin, Office Manager/Board Secretary

DATE: August 19, 2026

SUBJECT: Proposed Increase of Standby Pay to \$3.00 per Hour

Recommendation / Proposed Motion:

Approve increase of standby pay for District employees from \$2.00 per hour to \$3.00 per hour effective on pay period ending September 6, 2026.

Policy Implications:

If pay increase is approved, the increase will be incorporated in a third update to the Santa Ynez Community Services District 2025 Employee Handbook.

Wording in the handbook will be changed as shown in the markup below:

On-call/~~standby~~ standby pay will be ~~\$2.00 (two dollars)~~ \$3.00 (three dollars) per hour for the hours on ~~stand-by~~ standby duty. Holiday hours will not count when calculating hours for on-call/~~stand-by~~ standby pay.

Upon approval, employees will be notified of the standby pay increase and update to the Employee Handbook.

Fiscal Implications:

Staff calculated the impact of the proposed standby rate increase and the total net increase to the District on an annual basis would be approximately \$4,400.00. The increase can be absorbed in the current Fiscal Year 26-27 Approved Budget.

Alternatives Considered:

None.

Discussion

After bringing the request for an increase in standby pay to both the Personnel and Finance Committees, both Committees recommended bringing the request for an increase for consideration by the Board of Directors.

Standby pay is not subject to Cost-of-Living Adjustments (COLA). A survey of eleven (11) other districts was conducted to compare the District's current and proposed standby rates. When comparing standby rates both at the current rate of \$2.00 per hour and the proposed rate of \$3.00 per hour and calculating the rates on a per day basis, for ease of comparison, at both the current standby rate and the proposed rate, the District is below the surveyed average as shown in the table below.

	Hourly Rate	Weekday Rate
AVERAGE RANGE of Weekday Standby Rate of 11 Districts	\$3.09 - \$5.16*	\$49.42 - \$82.50**
CURRENT Standby Rate for Santa Ynez CSD	\$2.00	\$32.00
PROPOSED Standby Rate for Santa Ynez CSD	\$3.00	\$48.00

*Calculated rate, based on varied district methodologies for assigning standby pay

**Range of daily weekday standby rate for comparison due to operator pay and other factors

The proposed increase would help maintain competitive compensation for employees who are required to remain available for after-hours response while having a minor annual fiscal impact of approximately \$4,400, which can be accommodated within the Fiscal Year 2026-2027 approved budget