

AGENDA ITEM NO.   CONSENT 4    
MEETING DATE:   APRIL 15, 2024  

**SOUTH SANTA CLARA VALLEY  
MEMORIAL DISTRICT**

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**AGENDA REPORT**

Date: April 14, 2024  
To: South Santa Clara Valley Memorial District Board of Directors  
From: Christine West, Executive Director  
Subject: Authorize an Hourly Rate Increase for Staff

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**RECOMMENDATION**

Authorize a pay increase of \$2 per hour for both the maintenance manager/event staffer, Jesse Sanchez, and event staffer, Andres Aceves, effective beginning next pay period (work week beginning April 15, 2024).

**DISCUSSION**

Jesse Sanchez started with the District on Sept. 7, 2021 at \$20 per hour for up to 20 hours per week. He has not received a pay raise in that time. He meticulously and expertly maintains the facility, including cleaning, repairs and improvements. Jesse also provides excellent customer service and professional security during events. Finally, though not in his job description, he provides invaluable assistance and feedback to the executive director for programs and day-to-day operations. This pay raise would equate to an increase of \$80 per pay period.

Andres Aceves started with the District on December 12, 2023 at \$18 per hour and averages about 12 hours per week. He has provided excellent customer service from day one and proven to be an excellent team player. He has also demonstrated outstanding problem-solving skills and common sense, necessary in staffing events. He has also proven to be an ambassador for veterans among Gavilan College veterans, though this is not part of his job. Current minimum wage for fast food workers is \$20 and Andres has demonstrated a higher level of service and professionalism than that expected from a fast-food worker. The pay raise would equate to an increase of approximately \$72 per pay period.