

Memorandum

To: Wasco SWCD Board of Directors

From: Shilah Olson, District Manager

Date: October 14, 2026

Subject: Approval of Seasonal Crew Wage Adjustment for CWDG Project

The District has rehired the seasonal field crew through Atkinson Staffing Agency to continue implementation of work funded through the Community Wildfire Defense Grant (CWDG). This crew worked successfully for the District from October 2025 to March 2026 and has transitioned back and forth between employment with Mid-Columbia Fire & Rescue (MCFR) and the SWCD as project needs have required.

Due to project timing and the need to maintain continuity of field operations, the crew has been rehired at their current MCFR rates pending Board consideration of a wage adjustment.

Current rates are:

- **Lead:** \$27.08/hour
- **Crew Members:** \$23.40/hour

I am requesting Board approval to adjust compensation to:

- **Lead:** \$29.00/hour
- **Crew Members:** \$25.00/hour

The proposed adjustment recognizes the crew's experience, supports retention of trained personnel, and helps maintain competitive compensation as employees transition from MCFR employment back to the District.

All wage costs associated with this adjustment will be paid through the CWDG grant and will not require the use of District operating funds. The proposed wage adjustment would increase direct wage costs by approximately \$1,160 per month for the three-person crew and can be accommodated within the existing CWDG grant budget.

Recommended Action: Approve seasonal wage rates of \$29.00/hour for the Lead and \$25.00/hour for Crew Members for work performed under the CWDG grant.