



Brett Ewart, Chair

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| William Roberts, Vice Chair | Sean Bigley, Director |
| Audie Foster, Director | Ron Greenwood, Director |
| Bruce Kamilos, Director | Gwynne Pratt, Director |
| Michael Saunders, Director | Robert Wichert, Director |

REGIONAL WATER AUTHORITY EXECUTIVE COMMITTEE MEETING

**Tuesday, May 28, 2024
at 1:30 p.m.**

**2295 Gateway Oaks, Suite 100
Sacramento, CA 95833
(916) 967-7692**

IMPORTANT NOTICE REGARDING VIRTUAL PUBLIC PARTICIPATION:

The Regional Water Authority currently provides in person as well as virtual public participation via the Zoom link below until further notice. The public shall have the opportunity to directly address the Committee on any item of interest before or during the Committee's consideration of that item. Public comment on items within the jurisdiction of the Committee is welcomed, subject to reasonable time limitations for each speaker.

Join Zoom Meeting

<https://us06web.zoom.us/j/88933048300>

Meeting ID: 889 3304 8300

Dial by your location

+1 669 444 9171 US or +1 669 900 6833 US (San Jose)

If we experience technical difficulties and the Zoom link drops and you are no longer able to connect to the Board meeting, please dial 1-877-654-0338 – Guest Code 198

Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the Authority's Administrative Office at the address listed above.

In compliance with the Americans with Disabilities Act, if you have a disability and need a disability related modification or accommodation to participate in this meeting, please contact the Executive Director of the Authority at (916) 967-7692. Requests must be made as early as possible, and at least one full business day before the start of the meeting. The Board of Directors may consider any agenda item at any time during the meeting.

AGENDA

1. CALL TO ORDER AND ROLL CALL

2. PUBLIC COMMENT:

Members of the public who wish to address the committee may do so at this time. Please keep your comments to less than three minutes.

3. CONSENT CALENDAR: All items listed under the Consent Calendar are considered and acted upon by one motion. Committee members may request an item be removed for separate consideration.

3.1 Approve draft meeting minutes of the March 26, 2024 Executive Committee Meeting and the April 11, 2024 Executive Committee Special Meeting.

Action: Approve Consent Calendar

4. LEGISLATIVE AND REGULATORY UPDATE

Presenter: Ryan Ojakian, Manager of Government Relations

Action: Take positions on State Legislation

5. VOLUNTARY AGREEMENT STAFFING NEEDS

Presenter: Jim Peifer, Executive Director

Discussion/Action: Provide direction to staff

6. OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS

7. CLOSED SESSION

7.1 Closed session regarding labor negotiations (Gov. Code, § 54957.6)

Agency Representative: RWA Chair and Vice Chair

Unrepresented Employee: Executive Director

7.2 Conference with legal counsel concerning significant exposure to litigation

pursuant to Gov. Code 54956.9(d)(2) and (e)(1): Sacramento Regional Water Bank.

8. RETURN TO OPEN SESSION – ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION

9. REVISIONS TO POLICY 400.2 (EMPLOYEE COMPENSATION POLICY)

Presenter: Brett Ewart, Chair

Action: Recommend Revisions to the Board of Directors

10. RWA SPECIAL BOARD MEETING AGENDA

Presenter: Jim Peifer, Executive Director

Action: Approve Special Board Meeting Agenda

11. EXECUTIVE DIRECTOR'S REPORT

12. DIRECTORS' COMMENT

ADJOURNMENT

Upcoming meetings:

Next RWA Board of Director's Meeting:

RWA Special Board Meeting, June 11, 2024, 9:00 a.m. at Sacramento Suburban Water District, 3701 Marconi Ave, Sacramento, CA 95821. The location is subject to change.

Regular RWA Board Meeting, July 11, 2024, 9:00 a.m. at Carmichael Water District, 7837 Fair Oaks Blvd., Carmichael, CA 95608. The location is subject to change.

Next RWA Executive Committee Meeting:

RWA Executive Committee Meeting, June 25, 2024, 1:30 p.m. at the RWA/SGA Office, 2295 Gateway Oaks, Suite 100, Sacramento, CA 95833.

Notification will be emailed when the RWA electronic packet is complete and posted on the RWA website at: <https://www.rwah2o.org/meetings/board-meetings/>.

Posted on: May 23, 2024

Ashley Flores

Ashley Flores, CMC
Clerk of the Board



Topic: Public Comment
Type: New Business
Item For: Information/Discussion
Purpose: [Policy 200.1, Rule 11](#)

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| SUBMITTED BY: | Ashley Flores, CMC Secretary | PRESENTER: | Brett Ewart Chair |
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EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the Regional Water Authority Executive Committee to recognize or hear from visitors that may be attending the meeting or to allow members of the public to address the Executive Committee on matters that are not on the agenda.

As noted on the agenda, members of the public who wish to address the committee may do so at this time. Please keep your comments to less than three minutes.

STAFF RECOMMENDED ACTION

None. This item is for information only.

BACKGROUND

Public agencies are required by law to provide an opportunity for the public to address the RWA Executive Committee matters that are not on the agenda.

3.0 CONSENT CALENDAR

Agenda Item 3.1

Topic: Meeting Minutes
Type: Consent Calendar
Item For: Action; Motion to Approve
Purpose: [Policy 200.1, Rule 14](#)

SUBMITTED BY: Ashley Flores, CMC
Secretary

PRESENTER: Jim Peifer
Executive Director

EXECUTIVE SUMMARY

This is an action item for the Regional Water Authority Executive Committee to review and consider approving the draft minutes of the Regional Water Authority Executive Committee Meeting of March 26, 2024 and the Regional Water Authority Executive Special Committee Meeting of April 11, 2024.

STAFF RECOMMENDED ACTION

A motion to approve the Minutes, as presented or amended.

BACKGROUND

The draft minutes of the above referenced meetings are included with this Agenda. The minutes reflect the RWA Policy 200.1 to document specific details on items discussed at the meetings.

The Executive Director may list on the agenda a "consent calendar", which will consist of routine matters on which there is generally no opposition or need for discussion. Examples of consent calendar items might include approval of minutes, financial reports and routine resolutions. Any matter may be removed from the consent calendar and placed on the regular calendar at the request of any member of the Board. The entire consent calendar may be approved by a single motion made, seconded and approved by the Board.

FINDING/CONCLUSION

Staff believes the draft of the presented minutes correctly reflect the information shared and actions taken by the Executive Committee.

ATTACHMENTS

Attachment 1- Draft meeting minutes of the Regional Water Authority Executive Committee Meeting of March 26, 2024

Attachment 2- Draft meeting minutes of the Regional Water Authority Executive Special Committee Meeting of April 11, 2024

1. CALL TO ORDER

Chair Ewart called the meeting of the Executive Committee to order on March 26, 2024 at 1:30 p.m. at the RWA Board Room located at 2295 Gateway Oaks, Suite 100, Sacramento, CA 95833. Five of the Executive Committee Members were present at roll call; a quorum was established. Individuals in attendance are listed below:

Executive Committee Members

Audie Foster, California American Water
Ron Greenwood, Carmichael Water District
Sean Bigley, City of Roseville
Brett Ewart, City of Sacramento
William Roberts, City of West Sacramento
Bruce Kamilos, Elk Grove Water District
Gwynne Pratt, Del Paso Manor Water District
Michael Saunders, Georgetown Divide Public Utility District
Robert Wichert, Sacramento Suburban Water District

Staff Members

Jim Peifer, Ryan Ojakian, Trevor Joseph, Tom Hoffart, Raiyna Villasenor, Monica Garcia, Michelle Banonis, and Andrew Ramos, legal counsel.

Others in Attendance:

Greg Zlotnick, Jessica Law, Brian Sanders, Sevim Onsoy

2. PUBLIC COMMENT

None

3. CONSENT CALENDAR

- 3.1 Approve draft meeting minutes of the February 20, 2023 Executive Committee Special Meeting.
- 3.2 Authorize Executive Director to enter into an agreement with Sacramento Republic FC for Water Efficiency Program Public Outreach Activities.

A motion was made to approve the consent calendar.

Motion/Second/Carried Director Kamilos moved, with a second by Director Bigley

Audie Foster, California American Water; Ron Greenwood, Carmichael Water District; Sean Bigley, City of Roseville; Brett Ewart, City of Sacramento; William Roberts, City of West Sacramento; Bruce Kamilos, Elk Grove Water District; Gwynne Pratt, Del Paso Manor Water District; Michael Saunders, Georgetown Divide Public Utility District; Robert Wichert, Sacramento Suburban Water District voted yes. The motion passed.

Ayes- 9
Noes- 0
Abstained- 0
Absent- 0

4. POLICY 500.16 (ALLOCATING LIABILITIES TO WITHDRAWING MEMBERS)

Mr. Peifer gave a presentation to the committee and indicated that he is withdrawing the recommended motion to the committee. No action was taken on the matter.
Director

5. BUDGET DEVELOPMENT UPDATE

Mr. Peifer gave a brief update on the budget and explained to the committee that a budget would be presented to the committee in April for their consideration.

6. UPDATES ON RWA PROGRAMS

Mr. Peifer discussed the short timeline to obtain consulting services for the Watershed Resilience Pilot Project and the potential need to sole source consultant services. The committee provided feedback that the consultant services policy might need to be waived, but staff should develop a list of potential consulting firms and send a scope of work to the firms to help identify the appropriate consultant. Director Wichert suggested that the Professional Services Selection and Contracting policy be revised sometime in the future to address any challenges with the policy.

7. LEGISLATIVE AND REGULATORY UPDATE

Mr. Ojakian explained the bills and positions. Bill positions were:

AB 1820 (Schiavo D- Santa Clarita) Recommendation+: Oppose Unless Amended
AB 1827 (Papan D- San Mateo) Recommendation: Support
AB 1851 (Holden D- Pasadena) Recommendation: Neutral
AB 2060 (Soria D- Fresno) Recommendation: Support
AB 2079 (Bennett D- Ventura) Recommendation: Oppose Unless Amended
AB 2257 (Wilson D- Suisun City) Recommendation: Support
AB 2301 (Nguyen D- Elk Grove) Recommendation: Support
SB 937 (Wiener D- San Francisco) Recommendation: Oppose Unless Amended
SB 1210 (Skinner D- Berkeley) Recommendation: Oppose Unless Amended
SB 1218 (Newman D- Fullerton) Recommendation: Support
SB 1393 (Niello R- Fair Oaks) Recommendation: Support

A motion was made to approve the staff recommended position on the bills.

Motion/Second/Carried Director Greenwood moved, with a second by Director Wichert

Audie Foster, California American Water; Ron Greenwood, Carmichael Water District; Sean Bigley, City of Roseville; Brett Ewart, City of Sacramento; William Roberts, City of West Sacramento; Bruce Kamilos, Elk Grove Water District; Gwynne Pratt, Del Paso Manor Water District; Michael Saunders, Georgetown Divide Public Utility District; Robert Wichert, Sacramento Suburban Water District voted yes. The motion passed.

Ayes- 9
Noes- 0
Abstained- 0
Absent- 0

8. EXECUTIVE DIRECTOR’S REPORT

Executive Director Peifer discussed the executive director’s report.

9. DIRECTORS’ COMMENTS

Chair Ewart commented that the City of Sacramento was in the process of certifying the environmental documents for a groundwater master plan.

ADJOURNMENT

Chair Ewart adjourned the meeting at 3:16 p.m.

Approved by:

Brett Ewart, Chair

Attested by:

Tom Hoffart, Acting Secretary

1. CALL TO ORDER

Chair Ewart called the special meeting of the Executive Committee to order on April 11, 2024 at 8:30 a.m. at the RWA Board Room located at 2295 Gateway Oaks, Suite 100, Sacramento, CA 95833. Seven of the Executive Committee Members were present at roll call; a quorum was established. Individuals in attendance are listed below:

Executive Committee Members

Brett Ewart, City of Sacramento, Chair
William Roberts, City of West Sacramento, Vice Chair
Audie Foster, California American Water
Ron Greenwood, Carmichael Water District
Bruce Kamilos, Elk Grove Water District
Gwynne Pratt, Del Paso Manor Water District
Robert Wichert, Sacramento Suburban Water District

Staff Members

Jim Peifer, Trevor Joseph, Tom Hoffart, Raiyna Villasenor, Amy Talbot, Ashley Flores, and Andrew Ramos, legal counsel.

Others in Attendance:

None

2. 2024 Water Efficiency Program Public Outreach Media Buys

This is an action item presented by Amy Talbot, Water Efficiency Program Manager for the RWA Executive Committee to approve agreements and authorize execution of the agreements by the Executive Director for advertising entities for Water Efficiency Program (WEP) Public Outreach Activities. The WEP regularly develops and funds advertising media buys to disseminate public outreach messaging to targeted audiences. For 2024, the program plans on partnering with tv, online tv, Spanish tv, commercial radio, public radio, Spanish radio, billboards, and digital media outlets. This item is for approval of the agreements and funding amounts to various media outlets (details for each below). The combined budget for all agreements is \$141,000, which will be funded by WEP and an Urban Community Drought Relief Grant from the California Department of Water Resources (DWR) at \$46,000 and \$95,000 respectively. WEP contracts with INCommunications to act as a broker on behalf of RWA to negotiate packages with all media outlets to ensure competitive pricing and scope.

A motion was made to approve agreements and authorize execution of the agreements by the Executive Director.

Motion/Second/Carried Director Kamilos moved, with a second by Director Pratt

Brett Ewart, City of Sacramento; William Roberts, City of West Sacramento; Audie Foster, California American Water; Ron Greenwood, Carmichael Water District; Bruce Kamilos, Elk Grove Water District; Gwynne Pratt, Del Paso Manor Water District; Robert Wichert, Sacramento Suburban Water District; voted yes. motion passed.

Ayes- 7
Noes- 0
Abstained- 0
Absent- 2

ADJOURNMENT

Chair Ewart adjourned the meeting at 8:45 a.m.

Approved by:

Brett Ewart, Chair

Attested by:

Ashley Flores, CMC, Clerk of the Board



Topic: Legislative and Regulatory Update
 Type: New Business
 Item For: Action
 Purpose: Policy 100.5 and Strategic Plan Priority- Advocacy Objective A

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| SUBMITTED BY: | Ryan Ojakian Manager of Government Relations | PRESENTER: | Ryan Ojakian Manager of Government Relations |
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EXECUTIVE SUMMARY

This is an action item for the Executive Committee on State legislation. Ryan Ojakian, Manager of Government Relations, will provide an oral report on state legislation and recommend actions on bills.

STAFF RECOMMENDED ACTION

Take positions on State Legislation.

BACKGROUND

First house policy committee hearings concluded the week of April 22nd. Some bills remain a work in progress, but many bills are coming into focus and priorities are coming into focus. Appropriations suspense hearing was May 16th and house of origin deadline is May 24th. Second house policy committee hearings will begin the week of May 28th and conclude by July 3rd. The last day for a measure to qualify for the November ballot is June 27th.

The following descriptions may include but not be limited to all of the bills that will be brought forth for discussion and action.

AB 1820 (Schiavo D- Santa Clarita) Would require all fees associated with housing development to be identified within 10 days of a preliminary application. Water and Sewer were recently removed from the bill.

RWA currently has an Oppose Unless Amended. **Recommendation: Neutral**

AB 2079 (Bennett D- Ventura) Would significantly limit the ability to install new groundwater wells. The bill has been amended to exempt wells that are part of conjunctive use or water banking with an approved CEQA and wells used for groundwater remediation programs.

RWA currently has an Oppose Unless Amended. **Recommendation: Neutral**

Agenda Item 4

AB 1337 (Wicks D- Oakland) Authorizes the Water Board to issue a curtailment order for any diversion, regardless of basis of right, when water is not available under the diverter's priority of right.

RWA currently has an Oppose Unless Amended position on the bill. **Recommendation: Maintain OUA**

SB 366 (Caballero D- Salinas) Revises and recasts requirements for the contents of updates to the California Water Plan, requires the Department of Water Resources (DWR) to develop a long-term water supply planning target for 2050, and establishes an interim target of 10 million acre-feet (AF) of additional water by 2040.

Recommendation: Support

SB 937 (Wiener D- San Francisco) Makes numerous changes to development fees including connection fees for water. Water and Sewer were recently removed from the bill.

RWA currently has an Oppose Unless Amended position. **Recommendation: Neutral**

SB 1210 (Skinner D- Berkeley) Would for new housing construction, prohibit a connection, capacity, or other point of connection charge from a public utility, for utilities fees, including water, from exceeding 1% of the reported building permit value of that housing unit. Water and Sewer were recently removed from the bill.

RWA currently has an Oppose Unless Amended position. **Recommendation: Neutral**

SB 1390 (Caballero D- Salinas) Would modify the requirements for a diversion of floodflows for groundwater recharge without an appropriative water right.

Recommendation: Support if Amended

SB 867 (Allen D- Santa Monica) Would place a resources bond measure on the November 2024 ballot. RWA currently has a SIA.

Recommendation: Maintain SIA understanding that the bond will be reduced in size.

SB 1255 (Durazo D- Los Angeles) Is going to be amended to establish a requirement that all agencies have a low-income rate assistance program.

Recommendation: Oppose Unless Amended

FINDING/CONCLUSION

This information/discussion is consistent with Policy Principles adopted as part of RWA policy 100.5 and Strategic Plan Priority- Advocacy Objective A



Topic: Voluntary Agreement Staffing Needs
Type: Discussion/Action
Item For: Action; Provide direction to staff
Purpose: Voluntary Agreements

SUBMITTED BY: Jim Peifer
Executive Director

PRESENTER: Jim Peifer
Executive Director

EXECUTIVE SUMMARY

This is an action item for the Regional Water Authority Executive Committee to consider how to address the additional resources needed to support the Voluntary Agreements.

STAFF RECOMMENDED ACTION

Provide direction to staff.

BACKGROUND

Staff has been working on a draft Intratributary Agreement (ITA) that was circulated to all potential American River VA Parties and has been thinking about the administrative resources needed to implement the VAs. That draft agreement contains terms for how the region will interact with the state, fulfill its legal obligations attached to agencies' water rights, and work within the tributary to ensure statewide commitments are achieved.

In addition to these elements, there will be additional coordination and reporting commitments for reporting which are established through the Draft VA Strategic Plan, Science Plan, Flow Accounting Plan, and other relevant documents.

An Ad Hoc Committee was convened last year, and direction was provided to have RWA serve a central role for many functions including internal and external coordination, fund collection, fund distribution, reporting, and potential contracting.

The region will potentially have 13 parties participating in the VA, which means a sizeable effort to obtain the information needed to meet the terms and expectations set forth in the VAs. The VAs could be approved by the State Board as early as next year.

FINDING/CONCLUSION

Staff has identified a need for additional administrative resources to adhere to the reporting requirements and to ensure successful coordination throughout the region and with our statewide and federal partners.

Agenda Items #6-8

Closed Session Material TBD



Topic: Revisions to Policy 400.2 (Employee Compensation Policy)

Type: New Business

Item For: Discussion

Purpose: Policy 400.2

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| SUBMITTED BY: Brett Ewart Chair | PRESENTER: Brett Ewart Chair |
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EXECUTIVE SUMMARY

The purpose of this discussion item is for the Executive Committee to consider and recommend revisions to Policy 400.2 which will 1) help to confirm the Executive Director’s salary to be fully pensionable under CalPERS rules, as opposed to existing contract opportunities for bonuses and, 2) revise when a cost-of-living adjustment is made to the staff.

RECOMMENDED ACTION

Recommend approval of revisions to Policy 400.2, Exhibit A to Policy 400.2 and the draft resolution to the Board of Directors. Recommend to the Board of Directors waiving section 2 of the policy for Fiscal Year 2024/2025 and applying a COLA of 1.9% beginning with the first full pay period of July.

BACKGROUND

At the January 18, 2024 RWA Board Meeting, Chair Ewart announced that he would be forming an Ad Hoc Committee to address certain CalPERS matters with respect to Policy 400.2 (Employee Compensation Policy). Specifically, to revise RWA’s policies and salary schedules as necessary to ensure that the Executive Director’s salary is pensionable under CalPERS rules. Chair Ewart appointed Paul Selsky, Chris Hunley, William Roberts, Robert Wichert and himself to the committee. The committee has met to discuss proposals to revise Policy 400.2 as described in this staff report.

At the May 16, 2024 Board Meeting, Director Kamilos suggested the RWA consider applying a cost of living allowance (COLA) in July rather than in January to improve the budget making process. Currently, the staff proposes a COLA to the Board of Directors as part of the annual budget making process. The challenge with this process is there is a lack of clarity around the correct COLA. Director Kamilos’ suggestion would result in including the actual COLA into the budget rather than an imprecise estimate of a future COLA.

Revisions to the Policy to confirm the Executive Director’s salary is pensionable

State law and CalPERS regulations are such that to confirm that a local agency executive’s salary is fully pensionable, certain steps need to be taken to appropriately characterize the salary in the agency’s approved salary schedules. The Ad Hoc committee has met to consider methods to accomplish this, with guidance from Isabel Safie with Best, Best and Krieger, RWA’s special counsel for pension matters.

The Ad Hoc committee’s recommendation with guidance from RWA’s general counsel and special counsel is to:

- Convert the Executive Director’s salary on RWA salary schedules on Exhibit A of policy 400.2 from a single value to a salary range.
- Revise Policy 400.2 to reflect that RWA will adopt salary ranges for the Executive Director position and that the range be consistent with existing RWA policy directing that the minimum and maximum salary of a position be separated by 20%.
- Accommodate annual change to the Executive Director range by no more or less than other RWA staff to avoid complication with CalPERS policy or compaction of positions. This should not be interpreted as a change to the actual salary, which remains the purview of the Board. The committee acknowledges the potential for future compensation survey, or similar actions, may be cause for other actions not contemplated at this time.
- Ensure that the set of proposed salary ranges bounds the Executive Director salary over the entire five-year evaluation period.
- Add additional content to the RWA website that identifies the exact Executive Director salary for the purposes of transparency. This will be separate from formal salary schedules.
- Based on the advice from special counsel, revise Exhibit A to reflect a range without steps for the executive class of employees.
- Retroactively approve salary schedules from 2020 to 2024 which include the salary ranges for the Executive Director position and the next class of management employees with no change to current or retroactive compensation.

The committee acknowledges that the Executive Director contract includes opportunity for bonuses as deemed appropriate by the Board and that such a bonus is not to be included in any CalPERS calculations or the matter considered in this staff report.

To reiterate, the proposed changes to Policy 400.2 and RWA’s salary schedules will not result in any changes to RWA staff salaries, except for the application of a COLA as described below. The Executive Director’s salary will continue to be set and approved by the Board as provided in Policy 400.4 and the Executive Director will not receive a COLA as described below.

Agenda Item 9

Shifting the COLA from January to July

The proposed revisions to the policy direct a COLA be applied to staff salaries in July instead of January. The policy proposes that the March Consumer Price Index be used instead of the November CPI.

In order to be fair to the employees while not overpaying a COLA, it is recommended that a partial COLA be applied in July to address inflation that has occurred between last November and March. The inflation during that period was 1.9%. Staff recommends waiving section 2 of Policy 400.2 to prevent an overpayment of a COLA. If the Board does not waive Section 2 of the Policy, the COLA would be 3.6%.

The recently adopted FY 2024/2025 budget has funding for a 1.9% COLA.

CONCLUSION

The proposed policy revisions will result in more equitable treatment of the employees and better budgeting practices.

ATTACHMENTS

Attachment 1- Draft of Policy 400.2

Attachment 2- Draft of Exhibit A to Policy 400.2

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REGIONAL WATER AUTHORITY POLICIES AND PROCEDURES MANUAL

| | |
|---------------|------------------------------|
| Policy Type | Human Resources |
| Policy Title | Employee Compensation Policy |
| Policy Number | 400.2 |
| Date Adopted | September 9, 2004 |
| Date Amended | September 13, 2012 |
| | January 10, 2019 |
| | November 9, 2023 |
| | March , 2024 |

EMPLOYEE COMPENSATION POLICY

It is the intent of the Authority to provide employee compensation (pay and benefits) that is fair and equitable and that is comparable, based upon an employee's experience, skills and performance consistent with established job descriptions, and with that of similar water and public entities regionally. As a small, professional, management-focused organization, it is the intent of the Authority to provide employee compensation at or above the labor market for the industry and the geographic area. The compensation practices of the Authority will be competitive within the industry and geographical area to attract the most qualified candidates and to minimize turnover of its employees.

The Executive Director will have the authority to set and change employee base rate of pay in accordance with the intent of this Policy and within the budgetary guidelines approved by the Board of Directors. As part of the annual budget review process, the Executive Director will be responsible for preparing and presenting a labor budget to the Board of Directors in accordance with this Policy. The Board of Directors will consider, amend as required, and approve the annual labor budget for the Authority. Once the labor budget has been approved, the Executive Director may determine in his or her discretion how to apply any approved increase to each employee's existing base rate of pay. Changes to employee benefits will generally require Board action to approve changes to the Employee Handbook and other policies.

The specific terms of this Policy apply to staff only, except as specified in Section IV, below. All aspects of the Executive Director's compensation are subject to Board approval of an employment contract.

I. Pay Ranges

It is the Authority's Policy to provide a program for advancement of its employees within the pay range of their position using a merit based system based on objective regular goal setting and performance evaluations. Employees will typically advance within their pay range-

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annually, subject to the discretion of the Executive Director, based on evaluation of the employee's performance and growth in responsibility and/or expertise in performing the work of the position. The Executive Director may move an employee to a higher level classification, based on performance, experience and documented needs of the organization.

Classification pay ranges shall typically be established with a 20% range between the minimum and maximum of the range. Except as provided below, Steps will be established within each range to provide guidelines for use in annual budgeting. For executive-level positions (currently the Managers of Technical Services, Strategic Affairs, and Government Relations), there will be no steps established within the positions' ranges. The Executive Director shall recommend pay ranges for all employment classifications with the Authority, with the exception of the Executive Director position. All changes to the pay scales are subject to review and approval by the Board of Directors.

II. Cost of Living Adjustment (COLA)

The Executive Director will consider the United States Department of Labor's Consumer Price Index (CPI) for All Western Small Cities (population under 2.5 million) for the 12 months ending in ~~November~~March of each year in developing the proposed budget for the Authority¹. If the Board approves a budget that includes funding for a cost of living adjustment (COLA), the Executive Director will have the discretion to apply a COLA to all staff salaries, regardless of position within a salary range in the fiscal year for which the budget is adopted.

To avoid penalizing employees at or near the top of the salary range, and to ensure pay ranges remain comparable to the market between compensation surveys, the ~~November~~March CPI will be applied annually in ~~January~~July at an effective date as determined by the Board of Directors in conjunction with the beginning of a payroll period.

III. Compensation Survey

The Executive Committee will generally direct staff to conduct a compensation survey at least every five years to ensure that the total compensation offered by the Authority (base rate of pay and benefits) is consistent with this Policy; provided, however that a compensation survey may be commissioned at any time if directed by the Executive Committee or if recommended by the Executive Director and approved by the Executive Committee. The Executive Committee may also use its discretion to waive or vary the five year commitment.

Before initiating the survey, staff will brief the Executive Committee and solicit feedback on the scope of the compensation survey, including comparable agencies/organizations to be surveyed and data elements to be collected prior to commencing the survey. Survey organizations should be selected to provide a representative sampling of 1) local water agencies, 2) water-related associations located in the Sacramento region, 3) regional planning organizations within the Sacramento region, and 4) regional membership organizations in the region.

The Executive Director will use the results of the survey to propose modifications to base rate

¹ The March CPI data is generally made available by the Department of Labor during the second week of April.

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of pay and/or benefits necessary to achieve the intent of this policy. Proposed pay ranges should include consideration of such things as 1) the mean, median and 62.5th percentile of the

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compensation data, 2) the comparability of surveyed classifications to RWA job classifications, and 3) RWA experience recruiting and retaining staff in each classification.

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IV. Executive Director Compensation

The Board of Directors will establish an Executive Director pay range. The pay range shall be established with the same 20% range between the minimum and maximum of the range as is applied to other staff pay ranges under Section I. There will be no steps established within the range. The Board of Directors shall update the Executive Director pay range annually by the amount of any COLA applied to all staff salaries under Section II.

The Board of Directors shall determine Executive Director compensation within the established Executive Director pay range and is such compensation will be subject to approval of an employment contract by the Board of Directors. The Executive Committee may direct staff to conduct a survey of executive compensation to guide negotiation of the Executive Director employment contract. The conduct, timing, and scope of such a survey will be at the sole discretion of the Executive Committee.

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 8, 2024

| Classification | Step 1 4or /Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or /Maximum |
|---|------------------------------------|----------------------|----------------------|----------------------|----------------------|-------------------------------|
| <u>Executive Director</u> | \$19,650 | = | = | = | = | \$23,580 |
| Manager of Technical Services | \$15,843 | -\$16,394 | -\$16,975 | -\$17,604 | -\$18,282 | \$19,013 |
| Manager of Strategic Affairs | \$15,843 | -\$16,394 | -\$16,975 | -\$17,604 | -\$18,282 | \$19,013 |
| Manager of Government Relations | \$15,843 | -\$16,394 | -\$16,975 | -\$17,604 | -\$18,282 | \$19,013 |
| Principal Project Manager | \$13,203 | \$13,659 | \$14,124 | \$14,670 | \$15,234 | \$15,843 |
| Senior Project Manager | \$11,003 | \$11,381 | \$11,788 | \$12,225 | \$12,696 | \$13,203 |
| Associate Project Manager | \$7,867 | \$8,138 | \$8,428 | \$8,740 | \$9,077 | \$9,440 |
| Finance & Administrative Services Manager | \$11,029 | \$11,409 | \$11,817 | \$12,254 | \$12,726 | \$13,235 |
| Executive Assistant | \$6,382 | \$6,637 | \$6,951 | \$7,199 | \$7,402 | \$7,658 |
| Project Research Assistant II | \$6,566 | \$6,828 | \$7,090 | \$7,353 | \$7,617 | \$7,879 |
| Project Research Assistant I | \$5,710 | \$5,938 | \$6,165 | \$6,394 | \$6,623 | \$6,851 |

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~~Effective July 1, 2023, the Executive Director's compensation is \$21,169 per month.
Effective July 1, 2024, the Executive Director's compensation is \$22,650 per month.~~

Commented [A1]: Shall we delete since a range is established?

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2024 ranges include COLA per November 2023 CPI Index of 3.1%)

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective July 1, 2023

| Classification | Step 1 or Minimum /Min | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum /Max |
|---|---------------------------------------|----------------------|----------------------|----------------------|----------------------|---------------------------------------|
| <u>Executive Director</u> | \$19,059 | = | = | = | = | \$22,871 |
| Manager of Technical Services | \$15,367 | -\$15,898 | -\$16,465 | -\$17,075 | -\$17,732 | \$18,441 |
| Manager of Strategic Affairs | \$15,367 | -\$15,898 | -\$16,465 | -\$17,075 | -\$17,732 | \$18,441 |
| Manager of Government Relations | \$15,367 | -\$15,898 | -\$16,465 | -\$17,075 | -\$17,732 | \$18,441 |
| Principal Project Manager | \$12,806 | \$13,248 | \$13,699 | \$14,229 | \$14,776 | \$15,367 |
| Senior Project Manager | \$10,672 | \$11,039 | \$11,434 | \$11,857 | \$12,314 | \$12,806 |
| Associate Project Manager | \$7,630 | \$7,893 | \$8,175 | \$8,477 | \$8,804 | \$9,156 |
| Finance & Administrative Services Manager | \$10,697 | \$11,066 | \$11,462 | \$11,886 | \$12,343 | \$12,837 |
| Executive Assistant | \$6,190 | \$6,437 | \$6,742 | \$6,983 | \$7,179 | \$7,428 |
| Project Research Assistant II | \$6,369 | \$6,623 | \$6,877 | \$7,132 | \$7,388 | \$7,642 |
| Project Research Assistant I | \$5,538 | \$5,759 | \$5,980 | \$6,202 | \$6,424 | \$6,645 |

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Effective July 1, 2023, the Executive Director's compensation is \$21,169 per month.

Commented [A2]: Delete and replace by range in table

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2023 ranges include COLA per November 2022 CPI Index of 7.2%)

Salaries for Executive Director, Manager of Technical Services, Manager of Strategic Affairs, and Manager of Government Relations are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

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Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

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EXHIBIT A
RWA POLICY 400.2

Commented [A3]: This exhibit not needed? Only change is ED salary, but we are adding a range.

MONTHLY SALARY SCHEDULE OF RWA POSITIONS
Effective January 1, 2023

| Classification | Step 1 or Minimum /Min | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum /Max |
|---|-------------------------------|----------------------|----------------------|----------------------|----------------------|-------------------------------|
| <u>Executive Director</u> | \$19,059 | - | - | - | - | \$22,871 |
| Manager of Technical Services | \$15,367 | -\$15,898 | -\$16,465 | -\$17,075 | -\$17,732 | \$18,441 |
| Manager of Strategic Affairs | \$15,367 | -\$15,898 | -\$16,465 | -\$17,075 | -\$17,732 | \$18,441 |
| Principal Project Manager | \$12,806 | \$13,248 | \$13,699 | \$14,229 | \$14,776 | \$15,367 |
| Senior Project Manager | \$10,672 | \$11,039 | \$11,434 | \$11,857 | \$12,314 | \$12,806 |
| Associate Project Manager | \$7,630 | \$7,893 | \$8,175 | \$8,477 | \$8,804 | \$9,156 |
| Finance & Administrative Services Manager I | \$10,697 | \$11,066 | \$11,462 | \$11,886 | \$12,343 | \$12,837 |
| Executive Assistant | \$6,190 | \$6,437 | \$6,742 | \$6,983 | \$7,179 | \$7,428 |
| Project Research Assistant | \$5,538 | \$5,759 | \$5,980 | \$6,202 | \$6,424 | \$6,645 |

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~~Effective July 1, 2022, the Executive Director's compensation is \$19,601 per month.~~

Commented [A4]: This can be deleted since it is being replaced by a range

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2023 ranges include COLA per November 2022 CPI Index of 7.2%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

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Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective November 10, 2022

| Classification | Step 1 <u>or</u> <u>Minimum</u> <u>/Min</u> | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 <u>or</u> <u>Maximum</u> <u>/Max</u> |
|---|--|----------------------|----------------------|----------------------|----------------------|--|
| <u>Executive Director</u> | \$17,779 | = | = | = | = | \$21,335 |
| Manager of Technical Services | \$14,335 | -\$14,830 | -\$15,359 | -\$15,928 | -\$16,541 | \$17,202 |
| Manager of Strategic Affairs | \$14,335 | -\$14,830 | -\$15,359 | -\$15,928 | -\$16,541 | \$17,202 |
| Principal Project Manager | \$11,946 | \$12,358 | \$12,779 | \$13,273 | \$13,784 | \$14,335 |
| Senior Project Manager | \$9,955 | \$10,298 | \$10,666 | \$11,061 | \$11,487 | \$11,946 |
| Associate Project Manager | \$7,118 | \$7,363 | \$7,626 | \$7,908 | \$8,213 | \$8,541 |
| Finance & Administrative Services Manager I | \$9,979 | \$10,323 | \$10,692 | \$11,088 | \$11,514 | \$11,975 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

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~~Effective July 1, 2022, the Executive Director's compensation is \$19,601 per month.~~

Commented [A5]: Delete and replace with range

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Exhibit A modified mid-cycle to reflect board direction upon review of compensation survey.

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

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Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2022-November 9, 2022

| Classification | Step 1 <u>or</u> <u>Minimum</u> <u>/Min</u> | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 <u>or</u> <u>Maximum</u> <u>/Max</u> |
|---|--|----------------------|----------------------|----------------------|----------------------|--|
| <u>Executive Director</u> | \$17,779 | = | = | = | = | \$21,335 |
| Manager of Technical Services | \$14,088 | -\$14,652 | -\$15,215 | -\$15,780 | -\$16,343 | \$16,906 |
| Manager of Strategic Affairs | \$14,088 | -\$14,652 | -\$15,215 | -\$15,780 | -\$16,343 | \$16,906 |
| Principal Project Manager | \$11,525 | \$11,986 | \$12,446 | \$12,907 | \$13,368 | \$13,829 |
| Senior Project Manager | \$9,689 | \$10,079 | \$10,463 | \$10,852 | \$11,239 | \$11,626 |
| Associate Project Manager | \$6,876 | \$7,151 | \$7,426 | \$7,700 | \$7,977 | \$8,252 |
| Finance & Administrative Services Manager I | \$8,627 | \$8,972 | \$9,316 | \$9,661 | \$10,006 | \$10,352 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

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~~Effective July 1, 2022, the Executive Director's compensation is \$19,601 per month.~~

Commented [A6]: Delete and replace with ED range

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

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Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

EXHIBIT A
RWA POLICY 400.2

Commented [A7]: Shall we deleted since only change in this file is ED salary and that is being deleted to reflect addition of range

MONTHLY SALARY SCHEDULE OF RWA POSITIONS
Effective January 1, 2022

| Classification | Step 1 or Minimum /Min | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum /Max |
|---|-------------------------------|----------------------|----------------------|----------------------|----------------------|-------------------------------|
| <u>Executive Director</u> | \$17,779 | = | = | = | = | \$21,335 |
| Manager of Technical Services | \$14,088 | -\$14,652 | -\$15,215 | -\$15,780 | -\$16,343 | \$16,906 |
| Manager of Strategic Affairs | \$14,088 | -\$14,652 | -\$15,215 | -\$15,780 | -\$16,343 | \$16,906 |
| Principal Project Manager | \$11,525 | \$11,986 | \$12,446 | \$12,907 | \$13,368 | \$13,829 |
| Senior Project Manager | \$9,689 | \$10,079 | \$10,463 | \$10,852 | \$11,239 | \$11,626 |
| Associate Project Manager | \$6,876 | \$7,151 | \$7,426 | \$7,700 | \$7,977 | \$8,252 |
| Finance & Administrative Services Manager I | \$8,627 | \$8,972 | \$9,316 | \$9,661 | \$10,006 | \$10,352 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

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~~Effective January 10, 2022, the Executive Director's compensation is \$18,668 per month.~~

Commented [A8]: Delete and replace with range for ED in table above

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

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Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2021

| Classification | <u>Step 1 or Minimum /Min</u> | Step 2 | Step 3 | Step 4 | Step 5 | <u>Step 6 or Maximum /Max</u> |
|---|---------------------------------------|----------|-------------|----------|----------|---------------------------------------|
| <u>Executive Director</u> | \$16,631 | - | - | - | - | \$19,958 |
| Manager of Technical Services | \$13,179 | \$13,706 | \$14,233.00 | \$14,761 | \$15,288 | \$15,815 |
| Manager of Strategic Affairs | \$13,179 | \$13,706 | \$14,233 | \$14,761 | \$15,288 | \$15,815 |
| Principal Project Manager | \$10,781 | \$11,212 | \$11,644 | \$12,075 | \$12,505 | \$12,937 |
| Senior Project Manager | \$9,064 | \$9,428 | \$9,788 | \$10,152 | \$10,514 | \$10,876 |
| Associate Project Manager | \$6,432 | \$6,689 | \$6,947 | \$7,203 | \$7,462 | \$7,719 |
| Finance & Administrative Services Manager I | \$8,070 | \$8,393 | \$8,715 | \$9,037 | \$9,360 | \$9,684 |
| Executive Assistant | \$5,401 | \$5,617 | \$5,833 | \$6,049 | \$6,265 | \$6,482 |
| Project Research Assistant | \$4,833 | \$5,025 | \$5,217 | \$5,412 | \$5,606 | \$5,799 |

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~~Effective July 1, 2020, the Executive Director's compensation is \$17,779 per month.~~

Commented [A9]: Delete and replace with range

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2021 ranges include COLA per November 2020 CPI Index of 1.6%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2020

| Classification | Step 1 <u>or</u> <u>Minimum</u> <u>/Min</u> | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 <u>or</u> <u>Maximum</u> <u>/Max</u> |
|---|--|----------------------|----------------------|----------------------|----------------------|--|
| <u>Executive Director</u> | <u>\$16,370</u> | = | = | = | = | <u>\$19,643</u> |
| Manager of Technical Services | \$12,971 | -\$13,490 | -\$14,009 | -\$14,528 | -\$15,047 | \$15,566 |
| Principal Project Manager | \$10,611 | \$11,035 | \$11,460 | \$11,884 | \$12,308 | \$12,733 |
| Senior Project Manager | \$8,922 | \$9,279 | \$9,634 | \$9,992 | \$10,348 | \$10,705 |
| Associate Project Manager | \$6,330 | \$6,584 | \$6,838 | \$7,090 | \$7,344 | \$7,597 |
| Finance & Administrative Services Manager I | \$7,943 | \$8,260 | \$8,578 | \$8,895 | \$9,213 | \$9,531 |
| Executive Assistant | \$5,316 | \$5,529 | \$5,741 | \$5,954 | \$6,166 | \$6,380 |
| Project Research Assistant | \$4,757 | \$4,946 | \$5,136 | \$5,327 | \$5,518 | \$5,707 |

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Effective June 28, 2019, the Executive Director's compensation is \$16,932 per month.

Commented [A10]: Delete and replace with range

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2020 ranges include COLA per November 2019 CPI Index of 2.5%)

Salaries for Executive Director and Manager of Technical Service are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

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**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 8, 2024

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$19,650 | - | - | - | - | \$23,580 |
| Manager of Technical Services | \$15,843 | - | - | - | - | \$19,013 |
| Manager of Strategic Affairs | \$15,843 | - | - | - | - | \$19,013 |
| Manager of Government Relations | \$15,843 | - | - | - | - | \$19,013 |
| Principal Project Manager | \$13,203 | \$13,659 | \$14,124 | \$14,670 | \$15,234 | \$15,843 |
| Senior Project Manager | \$11,003 | \$11,381 | \$11,788 | \$12,225 | \$12,696 | \$13,203 |
| Associate Project Manager | \$7,867 | \$8,138 | \$8,428 | \$8,740 | \$9,077 | \$9,440 |
| Finance & Administrative Services Manager | \$11,029 | \$11,409 | \$11,817 | \$12,254 | \$12,726 | \$13,235 |
| Executive Assistant | \$6,382 | \$6,637 | \$6,951 | \$7,199 | \$7,402 | \$7,658 |
| Project Research Assistant II | \$6,566 | \$6,828 | \$7,090 | \$7,353 | \$7,617 | \$7,879 |
| Project Research Assistant I | \$5,710 | \$5,938 | \$6,165 | \$6,394 | \$6,623 | \$6,851 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2024 ranges include COLA per November 2023 CPI Index of 3.1%)

Salaries for Executive Director, Manager of Technical Services, Manager of Strategic Affairs, and Manager of Government Relations are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

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**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective July 1, 2023

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$19,059 | - | - | - | - | \$22,871 |
| Manager of Technical Services | \$15,367 | - | - | - | - | \$18,441 |
| Manager of Strategic Affairs | \$15,367 | - | - | - | - | \$18,441 |
| Manager of Government Relations | \$15,367 | - | - | - | - | \$18,441 |
| Principal Project Manager | \$12,806 | \$13,248 | \$13,699 | \$14,229 | \$14,776 | \$15,367 |
| Senior Project Manager | \$10,672 | \$11,039 | \$11,434 | \$11,857 | \$12,314 | \$12,806 |
| Associate Project Manager | \$7,630 | \$7,893 | \$8,175 | \$8,477 | \$8,804 | \$9,156 |
| Finance & Administrative Services Manager | \$10,697 | \$11,066 | \$11,462 | \$11,886 | \$12,343 | \$12,837 |
| Executive Assistant | \$6,190 | \$6,437 | \$6,742 | \$6,983 | \$7,179 | \$7,428 |
| Project Research Assistant II | \$6,369 | \$6,623 | \$6,877 | \$7,132 | \$7,388 | \$7,642 |
| Project Research Assistant I | \$5,538 | \$5,759 | \$5,980 | \$6,202 | \$6,424 | \$6,645 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2023 ranges include COLA per November 2022 CPI Index of 7.2%)

Salaries for Executive Director, Manager of Technical Services, Manager of Strategic Affairs, and Manager of Government Relations are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

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**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2023

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$19,059 | - | - | - | - | \$22,871 |
| Manager of Technical Services | \$15,367 | - | - | - | - | \$18,441 |
| Manager of Strategic Affairs | \$15,367 | - | - | - | - | \$18,441 |
| Principal Project Manager | \$12,806 | \$13,248 | \$13,699 | \$14,229 | \$14,776 | \$15,367 |
| Senior Project Manager | \$10,672 | \$11,039 | \$11,434 | \$11,857 | \$12,314 | \$12,806 |
| Associate Project Manager | \$7,630 | \$7,893 | \$8,175 | \$8,477 | \$8,804 | \$9,156 |
| Finance & Administrative Services Manager I | \$10,697 | \$11,066 | \$11,462 | \$11,886 | \$12,343 | \$12,837 |
| Executive Assistant | \$6,190 | \$6,437 | \$6,742 | \$6,983 | \$7,179 | \$7,428 |
| Project Research Assistant | \$5,538 | \$5,759 | \$5,980 | \$6,202 | \$6,424 | \$6,645 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2023 ranges include COLA per November 2022 CPI Index of 7.2%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board

DRAFT

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective November 10, 2022

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$17,779 | - | - | - | - | \$21,335 |
| Manager of Technical Services | \$14,335 | - | - | - | - | \$17,202 |
| Manager of Strategic Affairs | \$14,335 | - | - | - | - | \$17,202 |
| Principal Project Manager | \$11,946 | \$12,358 | \$12,779 | \$13,273 | \$13,784 | \$14,335 |
| Senior Project Manager | \$9,955 | \$10,298 | \$10,666 | \$11,061 | \$11,487 | \$11,946 |
| Associate Project Manager | \$7,118 | \$7,363 | \$7,626 | \$7,908 | \$8,213 | \$8,541 |
| Finance & Administrative Services Manager I | \$9,979 | \$10,323 | \$10,692 | \$11,088 | \$11,514 | \$11,975 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Exhibit A modified mid-cycle to reflect board direction upon review of compensation survey.

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

DRAFT

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2022-November 9, 2022

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$17,779 | - | - | - | - | \$21,335 |
| Manager of Technical Services | \$14,088 | - | - | - | - | \$16,906 |
| Manager of Strategic Affairs | \$14,088 | - | - | - | - | \$16,906 |
| Principal Project Manager | \$11,525 | \$11,986 | \$12,446 | \$12,907 | \$13,368 | \$13,829 |
| Senior Project Manager | \$9,689 | \$10,079 | \$10,463 | \$10,852 | \$11,239 | \$11,626 |
| Associate Project Manager | \$6,876 | \$7,151 | \$7,426 | \$7,700 | \$7,977 | \$8,252 |
| Finance & Administrative Services Manager I | \$8,627 | \$8,972 | \$9,316 | \$9,661 | \$10,006 | \$10,352 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

DRAFT

**EXHIBIT
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2022

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$17,779 | - | - | - | - | \$21,335 |
| Manager of Technical Services | \$14,088 | - | - | - | - | \$16,906 |
| Manager of Strategic Affairs | \$14,088 | - | - | - | - | \$16,906 |
| Principal Project Manager | \$11,525 | \$11,986 | \$12,446 | \$12,907 | \$13,368 | \$13,829 |
| Senior Project Manager | \$9,689 | \$10,079 | \$10,463 | \$10,852 | \$11,239 | \$11,626 |
| Associate Project Manager | \$6,876 | \$7,151 | \$7,426 | \$7,700 | \$7,977 | \$8,252 |
| Finance & Administrative Services Manager I | \$8,627 | \$8,972 | \$9,316 | \$9,661 | \$10,006 | \$10,352 |
| Executive Assistant | \$5,774 | \$6,005 | \$6,289 | \$6,514 | \$6,697 | \$6,929 |
| Project Research Assistant | \$5,166 | \$5,372 | \$5,578 | \$5,785 | \$5,993 | \$6,199 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2022 ranges include COLA per November 2021 CPI Index of 6.9%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

DRAFT

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2021

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|--|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$16,631 | - | - | - | - | \$19,958 |
| Manager of Technical Services | \$13,179 | - | - | - | - | \$15,815 |
| Manager of Strategic Affairs | \$13,179 | - | - | - | - | \$15,815 |
| Principal Project Manager | \$10,781 | \$11,212 | \$11,644 | \$12,075 | \$12,505 | \$12,937 |
| Senior Project Manager | \$9,064 | \$9,428 | \$9,788 | \$10,152 | \$10,514 | \$10,876 |
| Associate Project Manager | \$6,432 | \$6,689 | \$6,947 | \$7,203 | \$7,462 | \$7,719 |
| Finance & Administrative Services Manager I | \$8,070 | \$8,393 | \$8,715 | \$9,037 | \$9,360 | \$9,684 |
| Executive Assistant | \$5,401 | \$5,617 | \$5,833 | \$6,049 | \$6,265 | \$6,482 |
| Project Research Assistant | \$4,833 | \$5,025 | \$5,217 | \$5,412 | \$5,606 | \$5,799 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2021 ranges include COLA per November 2020 CPI Index of 1.6%)

Salaries for Executive Director, Manager of Technical Services, and Manager of Strategic Affairs are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____

Clerk of the Board

DRAFT

**EXHIBIT A
RWA POLICY 400.2**

MONTHLY SALARY SCHEDULE OF RWA POSITIONS

Effective January 1, 2020

| Classification | Step 1 or Minimum | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 or Maximum |
|---|--------------------------|---------------|---------------|---------------|---------------|--------------------------|
| Executive Director | \$16,370 | - | - | - | - | \$19,643 |
| Manager of Technical Services | \$12,971 | - | - | - | - | \$15,566 |
| Principal Project Manager | \$10,611 | \$11,035 | \$11,460 | \$11,884 | \$12,308 | \$12,733 |
| Senior Project Manager | \$8,922 | \$9,279 | \$9,634 | \$9,992 | \$10,348 | \$10,705 |
| Associate Project Manager | \$6,330 | \$6,584 | \$6,838 | \$7,090 | \$7,344 | \$7,597 |
| Finance & Administrative Services Manager I | \$7,943 | \$8,260 | \$8,578 | \$8,895 | \$9,213 | \$9,531 |
| Executive Assistant | \$5,316 | \$5,529 | \$5,741 | \$5,954 | \$6,166 | \$6,380 |
| Project Research Assistant | \$4,757 | \$4,946 | \$5,136 | \$5,327 | \$5,518 | \$5,707 |

Exhibit A will be updated annually based on the November Consumer Price Index and/or when a new salary survey is completed. (2020 ranges include COLA per November 2019 CPI Index of 2.5%)

Salaries for Executive Director and Manager of Technical Service are set as a range, rather than steps, with the minimum and maximum respectively appearing in the columns for Step 1 and 6.

Revised and adopted by the RWA Board of Directors on: _____

Attest: _____
Clerk of the Board



Topic: RWA Board of Directors Agenda
Type: New Business
Item For: Action; Motion to Approve
Purpose: [Policy 200.2](#)

| | | | |
|---------------|----------------------------------|------------|----------------------------------|
| SUBMITTED BY: | Jim Peifer Executive Director | PRESENTER: | Jim Peifer Executive Director |
|---------------|----------------------------------|------------|----------------------------------|

EXECUTIVE SUMMARY

This is an action item for the Executive Committee to review and consider approving the draft Agenda for a Special Regional Water Authority (RWA) Board of Directors Meeting on June 11, 2024 to be held at Sacramento Suburban Water District.

STAFF RECOMMENDED ACTION

A motion to approve RWA Board of Directors Agenda for June 11, 2024, Special Board Meeting.

BACKGROUND

Per RWA Policy 200.0, the Executive Committee will be authorized to prepare and approve agendas for meetings of the RWA Board of Directors.

FINDING/CONCLUSION

The Executive Director has prepared the draft Agenda for the RWA Board of Directors Special Meeting on June 11, 2024 for the RWA’s Executive Committee’s consideration and approval.

ATTACHMENTS

Attachment 1- Draft RWA Board of Directors Agenda for June 11, 2024 Special Board Meeting



**REGIONAL WATER AUTHORITY
SPECIAL MEETING
OF THE BOARD OF DIRECTORS**

Tuesday, June 11, 2024 at 9:00 a.m.

**Sacramento Suburban Water District
3701 Marconi Ave, Ste 100, Sacramento, CA 95821
(916) 967-7692**

IMPORTANT NOTICE REGARDING VIRTUAL PUBLIC PARTICIPATION:

The Regional Water Authority currently provides in person as well as virtual public participation via the Zoom link below until further notice. The public shall have the opportunity to directly address the Board on any item of interest before or during the Board's consideration of that item. Public comment on items within the jurisdiction of the Board is welcomed, subject to reasonable time limitations for each speaker.

Join Zoom Meeting

<https://us06web.zoom.us/j/89073814270>

Meeting ID: 890 7381 4270

Dial by your location

+1 669 444 9171 US or +1 669 900 6833 US (San Jose)

If we experience technical difficulties and the Zoom link drops and you are no longer able to connect to the Board meeting, please dial 1-877-654-0338 – Guest Code 198

Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the Authority's Administrative Office at the address listed above.

In compliance with the Americans with Disabilities Act, if you have a disability and need a disability related modification or accommodation to participate in this meeting, please contact the Executive Director of the Authority at (916) 967-7692. Requests must be made as early as possible, and at least one full business day before the start of the meeting. The Board of Directors may consider any agenda item at any time during the meeting.

AGENDA

1. CALL TO ORDER AND ROLL CALL

- 2. CONSENT CALENDAR:** All items listed under the Consent Calendar are considered and acted upon by one motion. Board Members may request an item be removed for separate consideration.

2.1 Approve the draft meeting minutes of May 16, 2024, RWA Board Meeting
Recommended Action: Approve Consent Calendar items as presented

3. WATERSHED RESILIENCE PILOT PROJECT

Presenter: Trevor Joseph, Manager of Technical Services

Action: Approve agreement with Department of Water Resources

4. AWARD PROFESSIONAL SERVICES AGREEMENT TO JACOBS ENGINEERING GROUP INC.

Presenter: Trevor Joseph, Manager of Technical Services

Action: Approve agreement with Jacobs Engineering Group Inc.

ADJOURNMENT

Next RWA Board of Director's Meeting:

July 11, 2024, 9:00 a.m. at Carmichael Water District, 7837 Fair Oaks Blvd., Carmichael, CA 95608. The location is subject to change.

Next RWA Executive Committee Meeting:

June 25, 2024, 1:30 p.m. at the RWA Office, 2295 Gateway Oaks, Suite 100 Sacramento, CA 95833.

Notification will be emailed when the RWA electronic packet is complete and posted on the RWA website at: <https://www.rwah2o.org/meetings/board-meetings/>.

Posted on June 6, 2024

Ashley Flores, CMC
Clerk of the Board



Topic: Executive Directors’ Report
Type: New Business
Item For: Information
Purpose: General

| | | | |
|---------------|----------------------------------|------------|----------------------------------|
| SUBMITTED BY: | Jim Peifer Executive Director | PRESENTER: | Jim Peifer Executive Director |
|---------------|----------------------------------|------------|----------------------------------|

EXECUTIVE SUMMARY

This is an information item for the Executive Director to provide a briefing on important activities, reports, communications, advocacy, and other updates.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

This agenda item is a standing item to provide an opportunity for the Executive Director to report to the Executive Committee on important activities, reports, communications, advocacy, and other updates.

General Managers & Utilities Managers Workshop

The General Managers & Utilities Directors Workshop will be held on Wednesday, May 29 hosted by the City of Sacramento - Department of Utilities. A tour of the City of Sacramento’s meter calibration bench will be included.

Water Conservation Regulations

The State Water Board released an updated version of the conservation regulation text and launched a 15-day comment period. There will be no public meeting for discussion. All written comments are due by June 4, 2024.

Agenda Item 12



Topic: Directors' Comments
 Type: New Business
 Item For: Information
 Purpose: Routine

| | |
|--|---------------------------------|
| SUBMITTED BY: Jim Peifer Executive Director | PRESENTER: Brett Ewart Chair |
|--|---------------------------------|

EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the RWA Executive Committee to report on any updates from their agency, comments, request future agenda items, recommendations, and questions.

STAFF RECOMMENDED ACTION

None. This item is for information only.

BACKGROUND

This agenda item is a standing item to provide an opportunity to report on any updates from their agency, comments, request future agenda items, recommendations, and questions.