

RESOLUTION NO. 2024-04

RESOLUTION OF THE BOARD OF DIRECTORS OF THE REGIONAL WATER AUTHORITY REVISING POLICY 400.2 (EMPLOYEE COMPENSATION POLICY)

WHEREAS, RWA has a contract with CalPERS for CalPERS to provide pension benefits;

WHEREAS, The RWA Board of Directors intends that, to the maximum amount permitted by law and CalPERS regulations, all CalPERS-eligible RWA employees will have their RWA salary considered pensionable by CalPERS;

WHEREAS, RWA maintains and publishes Board-approved annual salary schedules consistent with CalPERS requirements;

WHEREAS, RWA employs an Executive Director to serve as chief executive officer of RWA and SGA;

WHEREAS, RWA's past salary schedules provide ranges with five incremental salary steps for all employee positions except the Executive Director;

WHEREAS, For the Executive Director, past salary schedules have stated the Executive Director's then-current salary as a single value identifying what was paid at the time, which was not consistent with RWA's intention of having an implied salary range applicable to the executive director classification;

WHEREAS, In 2022, RWA's Board of Directors approved updates to the Executive Director's employment agreement and updates to Policy 400.4. These updates included the creation of a new Executive Director Bonus Policy and bonus program to provide special, non-salary compensation for the Executive Director position.

WHEREAS, In adopting these updates, the RWA Board of Directors is clarifying its intent to keep longstanding compensation practices consistent across certain employee groups, and in alignment with the Public Employees' Retirement Law ("PERL"). Changes were made to how compensation for executive positions, including the Executive Director, is conveyed to the public on RWA's Salary Schedule. Any bonuses awarded under the new bonus program would not be pensionable;

WHEREAS, In 2022 and 2023, RWA's Board of Directors received the results of compensation studies for all RWA positions. These studies found that salaries for several RWA positions, including the Executive Director position, were below the relevant market and should receive salary increases;

WHEREAS, In response to the studies, the RWA Board of Directors considered and approved salary increases for several RWA positions, including the Executive Director position;

WHEREAS, RWA has received advice from special counsel on retirement benefit issues that it is necessary to further clarify RWA's policies concerning Executive Director compensation to effectuate the Board of Director's intent that RWA salaries should be align with the PERL and be consistent across all classifications;

WHEREAS, the advice from RWA special counsel generally recommends that RWA adopt updated policies and retroactive salary schedules that, like other RWA positions, present the Executive Director position's salary as a range on RWA salary schedules rather than a single value, consistent with the other classifications and the Board's intent to provide movement up and down for the executive director classification outside of cost of living adjustments;

WHEREAS, As recommended by special counsel, the following updates are proposed for adoption:

- a. Updates to RWA Policy 400.2, Compensation Policy, concerning how the Executive Director and other executive-level positions are reflected on RWA salary schedules, which updates are attached as Exhibit A to the Resolution; and
- b. Updates to RWA Board-approved salary schedules for January 1, 2020 to present.

WHEREAS, the proposed updates in Exhibits A and B have been reviewed and approved as to form by RWA's general counsel and special counsel for retirement benefits issues.

THEREFORE, BE IT RESOLVED by the Board of Directors of the Regional Water Authority as follows:

1. The proposed updates to Policy 400.2 attached as Exhibit A are adopted as of the date of this Resolution and shall apply retroactively back to January 1, 2020, which is the date of the earliest updated salary schedule in Exhibit B.
2. The proposed updated salary schedules attached as Exhibit B are adopted and shall be effective as of the effective dates set forth on each schedule. All updated salary schedules shall be posted to the RWA website, in order to be accessible by the public, as required by CalPERS.
3. To maintain transparency in local agency compensation, the RWA website shall maintain an "Employee Compensation" page that states the current RWA Executive Director's monthly salary.
4. The Board of Directors finds that the changes approved by this Resolution will not result in any change to the Executive Director's salary. The Board of Directors further finds that, to the extent the changes approved by this Resolution effect the Executive Director position's pension entitlement, such

changes are intended to be consistent with the Board of Directors' intent that, to the maximum amount permitted by law and CalPERS regulations, all CalPERS-eligible RWA employees, including the Executive Director, will have their RWA salary included in pension calculations made by CalPERS.

PASSED and APPROVED by the Regional Water Authority Board of Directors on July 11, 2024.

By:



Brett Ewart, Chair

Attest:



Ashley Flores, CMC, Clerk of the Board

CERTIFICATION

I, Ashley Flores, Regional Water Authority Board Secretary, do hereby certify that the foregoing Resolution 2024-04 was duly and regularly adopted by the Board of Directors of the Regional Water Authority at the regular meeting held on July 11, 2024 by the following roll call vote of the Board:

AYES: 14 - Foster, Greenwood, Sheehan, Chalarncherla, Nelson,
Rocucci, Ewart, Roberts, Kemiios, Saunders, Thilla, Dugan,
NOES: 0 - Michert and Zlotnick
ABSTENTIONS: 0
ABSENT: 8



Ashley Flores, CMC
Clerk of the Board

EXHIBIT A
RWA POLICY 400.2


MONTHLY SALARY SCHEDULE OF RWA POSITIONS
Effective July 6, 2024

Classification	Step 1 or Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 or Maximum
Executive Director	\$20,023	-	-	-	-	\$24,028
Manager of Technical Services	\$16,144	-	-	-	-	\$19,374
Manager of Strategic Affairs	\$16,144	-	-	-	-	\$19,374
Manager of Government Relations	\$16,144	-	-	-	-	\$19,374
Principal Project Manager	\$13,454	\$13,919	\$14,392	\$14,949	\$15,523	\$16,144
Senior Project Manager	\$11,212	\$11,597	\$12,012	\$12,457	\$12,937	\$13,454
Associate Project Manager	\$8,016	\$8,293	\$8,588	\$8,906	\$9,249	\$9,619
Finance & Administrative Services Manager	\$11,239	\$11,626	\$12,042	\$12,487	\$12,968	\$13,486
Executive Assistant	\$6,503	\$6,763	\$7,083	\$7,336	\$7,543	\$7,804
Project Research Assistant II	\$6,691	\$6,958	\$7,225	\$7,493	\$7,762	\$8,029
Project Research Assistant I	\$5,818	\$6,051	\$6,282	\$6,515	\$6,749	\$6,981

Exhibit A will be updated annually based on the March Consumer Price Index and/or when a new salary survey is completed. (2024 ranges include a COLA of 1.9% effective July 6, 2024 and a COLA of 3.1% effective January 8, 2024. Two COLAs were awarded in 2024 due to the RWA revising its compensation policy to shift the COLA from January to July.)

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: July 11, 2024

Attest: 
Clerk of the Board

**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%)

Revised and adopted by the RWA Board of Directors on: July 11, 2024

Attest: [Signature]
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	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: July 11, 2024

Attest: [Signature]
Clerk of the Board

**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: July 11, 2024

Attest: [Signature]
Clerk of the Board

**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

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

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: July 11, 2024

Attest: 

Clerk of the Board

**EXHIBIT A
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:

July 11, 2024

Attest:

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Clerk of the Board

**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	-	-	-	-	<u>\$19,958</u>
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: July 11, 2024

Attest: 
Clerk of the Board

**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:

July 11, 2024

Attest:

[Signature]

Clerk of the Board