



## BOARD ACTION

**REVISED**

**TO:** Governing Board (Finance and Administration Committee)

**FROM:** Carlos Quintero, General Manager  
Leslie Payne, Director of Administration

**DATE:** September 8, 2023

**SUBJECT:** Consideration to Adopt Resolution 23-18, Adopting a Revised Pay Schedule for All Employees Effective July 1, 2023

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### **SUMMARY**

Pursuant to Section 570.5 and 571.1 of Title 2 of the California Code of Regulations, Sweetwater Authority (Authority), and each public agency participating in CalPERS, is required to make publicly available a pay schedule that includes:

- Position title for every employee position
- Pay rate (or pensionable compensation) for each position
- Time base of each pay rate
- Any conditions for payment of an item of pensionable compensation

The regulations also contain criteria for ensuring the pay schedule is publicly available and does not permit a reference to another document (e.g., the budget) in lieu of the required pay schedule. Further, the regulations clarify that “compensation earnable” or “pensionable compensation” will be limited to the amount listed on a pay schedule that meets all of the established criteria and identifies how the pay rate may be determined where employers fail to meet the requirements. In addition, the regulations require that the pay schedule be duly approved and adopted by the Board in accordance with requirements of applicable public meeting laws.

To meet Sections 570.5 and 571.1 requirements for a duly Board-approved and adopted pay schedule, Resolution 23-18, Adopting a Revised FY 2023-24 Pay Schedule, is being provided for approval and adoption.

The salaries provided on the revised FY 2023-24 Pay Schedule implement an administrative correction to add the Customer Service Field classifications back onto the Pay Schedule. These classifications were deleted from the pay schedule erroneously with the last update. There is no budgetary impact or changes in the number of Board approved full time equivalent positions.

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### **PAST BOARD ACTIONS**

June 28, 2023	The Governing Board adopted Resolution 23-16, Adopting a Salary Schedule for All Employees Effective July 1, 2023.
January 25, 2023	The Governing Board adopted Resolution 23-05, Adopting a Salary Schedule for All Employees Effective January 25, 2023
November 9, 2022	The Governing Board approved the First Amendment to the General Manager's Employment Agreement; and adopted Resolution 22-10, Adopting a Revised FY 2022-23 Pay Schedule effective July 1, 2022.
June 22, 2022	The Governing Board adopted Resolution 22-05, Adopting a Salary Schedule for All Employees Effective July 1, 2022
May 11, 2022	The Governing adopted Resolution 22-02, Adopting a Salary Schedule for All Employees Effective May 11, 2022
September 8, 2021	The Governing Board adopted Resolution 21-16, Authorizing Execution of a Memorandum of Understanding between Sweetwater Authority and the Sweetwater Authority Confidential Group, Effective July 1, 2021
September 8, 2021	The Governing Board adopted Resolution 21-17, Authorizing Execution of a Memorandum of Understanding between Sweetwater Authority and the Sweetwater Authority Middle Management Group, Effective July 1, 2021
February 10, 2021	The Governing Board approved FY 2020-21 Pay Schedule for all employees effective February 10, 2021

### **FISCAL IMPACT**

Funding for all Board-approved positions is budgeted in accordance with the attached Revised Pay Schedule.

### **POLICY**

The Authority adheres to State law.

### **ALTERNATIVES**

1. Adopt Resolution 23-18, Adopting a Revised Pay Schedule for All Employees Effective July 1, 2023.
2. Other direction as provided by the Governing Board.

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### **RECOMMENDATION**

Staff recommends that the Governing Board adopt Resolution 23-18, Adopting a Revised Pay Schedule for All Employees Effective July 1, 2023.

### **ATTACHMENTS**

1. Revised FY 2023-24 Pay Schedule, effective July 1, 2023. (proposed changes accepted)
2. Revised Proposed FY 2023-24 Pay Schedule, effective July 1, 2023 (tracked changes)
3. Resolution 23-18, Adopting a Revised FY 2023-24 Pay Schedule for All Employees
4. **FY 2023-24** Pay Schedule, effective July 1, 2023 (for reference)