

SWEETWATER AUTHORITY

Governing Board

February 14, 2024



Consideration to Approve Second Amendment to Employment Agreement of the General Manager and Consideration to Adopt Resolution 24-04, Adopting a Revised Salary Schedule for All Employees Effective July 1, 2023

RECOMMENDATION

Staff defers to the Governing Board for direction.

Following the annual evaluation of the General Manager and the successful completion of negotiations between the Board of Directors and General Manager Quintero, General Counsel was directed to prepare an amendment to the General Manager's Employment Agreement (Attachment 1, Second Amendment to Employment Agreement) for consideration by the Governing Board. The amendment would increase the General Manager's salary to \$283,465, which is based on the median salary of general managers of nine other comparable water agencies within the San Diego region.

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
- Indicates an effective date and the date of any revisions

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.

Consistent with this requirement, the proposed Pay Schedule reflects the amended salary of the General Manager.

The Pay Schedule will be effective retroactively to July 1, 2023, and reflect the adjustment of the General Manager's salary to \$283,465.

FISCAL IMPACT

Sufficient funds have been included in the FY 2023-24 Budget for the salary increase.

NEXT STEPS

1. Approve the Second Amendment to the Employment Agreement; and adopt Resolution 24-04, Adopting Revised FY 2023-24 Pay Schedule Effective July 1, 2023.
2. Other direction determined by the Governing Board

Staff Contact:

Paula C.P. de Sousa, General Counsel

SUPPORTING INFORMATION

Attachments

1. Second Amendment to the Employment Agreement of the General Manager
2. Resolution 24-04, Adopting the FY 2023-24 Pay Schedule effective July 1, 2023
3. FY 2023-24 Pay Schedule (as amended)

Strategic Plan

Strategic Plan Goal 5:

Objective WD5: Attract, retain and develop a highly -skilled, adaptable workforce; equip employees to effectively and safely perform their jobs and prepare for career advancement. Promote constructive labor relations.

The Authority must follow applicable regulations that pertain to adopting a pay schedule.

Past Board Actions

November 9, 2022	Approval of First Amendment to General Manager's Employment Agreement
September 8, 2021	Approval of the General Manager's Employment Agreement.