

SWEETWATER AUTHORITY

Governing Board

June 25, 2025



Consideration to Adopt Resolution 25-08, Adopting a Salary Schedule for All Represented Employees Effective July 1, 2025

RECOMMENDATION

Staff recommends that the Governing Board Adopt Resolution 25-08, Adopting a Salary Schedule for All Represented Employees Effective July 1, 2025.

OVERVIEW

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 salary 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 salary schedule is publicly available and does not permit a reference to another document (e.g., the budget) in lieu of the required salary schedule. Further, the regulations clarify that “compensation earnable” or “pensionable compensation” will be limited to the amount listed on a salary schedule that meet the requirements. In addition, the regulations require that the salary schedule be duly approved and adopted by the Board in accordance with requirement of applicable public meeting laws.

To meet Section 570.5 and 571.1 requirements for a duly Board-approved and adopted salary schedule, Resolution 25-08, Adopting a Salary Schedule for All Represented Employees Effective July 1, 2025, is being provided for approval and adoption.

Consistent with this requirement, the proposed Salary Schedule reflects the salaries of all represented Authority employees in the International Brotherhood of Electrical Workers (IBEW), Middle Management Group (MMG), and Confidential Group (CG), adjusted to the terms of the MOUs.

FISCAL IMPACT

Funding for all Board-approved positions is included in the FY 2025-26 Budget in accordance with the attached FY 2025-26 Salary Schedule.

NEXT STEPS

1. Staff recommends that the Governing Board Adopt Resolution 25-08, Adopting a Salary Schedule for All Represented Employees Effective July 1, 2025
2. Other direction as determined by the Governing Board.

Staff Contact:

Carlos Quintero, General Manager

Roberto Yano, Assistant General Manager

Leticia Munguia, Interim Director of Administrative Services

SUPPORTING INFORMATION

Attachments

1. FY 2025-26 Salary Schedule, effective July 1, 2025 (proposed changes accepted).
2. Proposed FY 2025-26 Salary Schedule, effective July 1, 2025 (tracked changes).
3. Resolution 25-08, Adopting a Salary Schedule for All Represented Employees Effective July 1, 2025

Strategic Plan

Strategic Plan Goal No. 5: Workforce Development and Constructive Labor Relations – Attract, retain, and develop a highly-skilled workforce; Equip employees to effectively and safely perform their jobs and prepare for career advancement; Promote constructive labor relations.

Past Board Actions

June 11, 2025	The Governing Board adopted Resolution 25-04, Adopting the FY 2025-26 Budget; Approving Updated Financial Policies (Board Policy 517).
December 12, 2024	The Governing Board adopted Resolution 24-21, Authorizing Execution of a Memorandum of Understanding between Sweetwater Authority and the Sweetwater Authority Employees’ Committee, Effective July 1, 2024.
January 10, 2024	The Governing Board adopted Resolution 24-01, Authorizing Execution of a Memorandum of Understanding between Sweetwater authority and the Sweetwater Authority Confidential Group, Effective January 1, 2024.
January 10, 2024	The Governing Board adopted Resolution 24-01, Authorizing Execution of a Memorandum of Understanding between Sweetwater Authority and the Sweetwater Authority Middle Management Group, Effective January 1, 2024.