

SWEETWATER AUTHORITY

Governing Board

June 25, 2025



Consideration to Approve a Cost of Living Adjustment of Three Percent for all Unrepresented Management Employees (with the Exception of the General Manager) and Adopt Resolution 25-07, Adopting a Salary Schedule for All Unrepresented Employees Effective July 1, 2025

RECOMMENDATION

Staff recommends that the Governing Board approve a Cost of Living Adjustment of three percent for all Unrepresented Management Employees (with the exception of the General Manager), and Adopt Resolution 25-07, Adopting a Salary Schedule for All Unrepresented 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 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 salary 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 salary schedule, Resolution 25-07, Adopting a Salary Schedule for All Unrepresented Employees Effective July 1, 2025, is being provided for approval and adoption.

The salaries provided on the FY 2025-26 Salary Schedule implement a Cost of Living Adjustment for Unrepresented Employees effective July 1, 2025, which is subject to the same terms as Middle Management Group employees.

FISCAL IMPACT

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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. Approve a Cost of Living Adjustment of three percent for all Unrepresented Management Employees (with the exception of the General Manager), and Adopt Resolution 25-07, Adopting a Salary Schedule for All Unrepresented 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 Department

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 25-07, Adopting a Salary Schedule for All Unrepresented Employees Effective July 1, 2025

Strategic Plan

The Authority adheres to State Law

Strategic Plan Goal No. 5: Workforce Development and Constructive Labor Relations - 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.

Past Board Actions

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| June 11, 2025 | The Governing Board adopted Resolution 25-04, Adopting the FY 2025-26 Budget; Approving Updated Financial Policies (Board Policy 517). |
| 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. |

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| 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. |
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