

San Geronio Pass Water Agency

DATE: August 8, 2022
TO: Board of Directors
FROM: Lance Eckhart, General Manager
BY: Tom Todd, Jr., Chief Financial Officer
SUBJECT: ANNUAL ADOPTION OF PAY SCALE FOR CALPERS

RECOMMENDATION

Adopt the pay scale for FY 2022-23.

BACKGROUND

CalPERS regulations require that employee salaries be adopted by the Board and publicly available. When an employee retires, CalPERS may review these resolutions at its discretion.

ANALYSIS

The Board provides oversight of the salaries of the employees of the Agency through a number of processes:

- Adoption of the Agency salary schedule
- Consideration and approval, if appropriate, of annual cost-of-living adjustments
- Contracting with the General Manager
- Consideration and approval of the annual financial budgets

The Board authorizes the General Manager to use these tools for the Agency's benefit to hire and retain quality employees.

This action is considered a 'house-keeping' item, which adopts any changes that may have taken place since the previously adopted salary scale. This is generally done on an annual basis.

FISCAL IMPACT

This action has no fiscal impact. The General Fund, Consigned-SWP Support Fund, and the Debt Service Fund budgets for FY 2022-23 have been considered, discussed and approved, so salary disbursements have been approved. As mentioned earlier in this memo, this is a legal requirement, but does not impact any previous Board action.

ACTION

Adopt the salary scale for FY 2022-23.

ATTACHMENTS

Resolution 2022-20, Adopting the Updated FY 2022-23 Pay Schedule
Pay Scale for 2022-23

RESOLUTION NO. 2022-20

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN GORGONIO PASS WATER AGENCY ADOPTING THE UPDATED FISCAL YEAR 2022-23 PUBLICLY AVAILABLE PAY SCHEDULE AS REQUIRED BY CALPERS

WHEREAS, San Gorgonio Pass Water Agency (Agency) is a CalPERS contracting agency subject to the Public Employees Retirement Law and the regulations thereunder; and

WHEREAS, CalPERS regulations require that employee salaries be included on a publicly available pay schedule as defined in California Code of Regulations, Title 2, Section 570.5; and

WHEREAS, one of the requirements of Section 570.5 is that the Agency's salary schedule be adopted by resolution of the Board of Directors; and

WHEREAS, the compensation paid to Agency employees has been previously approved by the Board in accordance with Agency policy and in compliance with applicable public meeting laws; and

WHEREAS, solely for the purpose of complying with Section 570.5, it has been determined that it is in the Agency's best interest to have the salary schedules approved by the Board of Directors which reflect previously approved compensation amounts.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the San Gorgonio Pass Water Agency hereby adopts the updated fiscal year 2022-23 salary schedule for Agency employees attached hereto as Exhibit 1 and incorporated herein by this reference, with an effective date of July 1 of the applicable fiscal year.

ADOPTED AND APPROVED this 8th day of August, 2022.

Larry R. Smith
President, Board of Directors
San Gorgonio Pass Water Agency

ATTEST:

Lance E. Eckhart
Secretary, Board of Directors
San Gorgonio Pass Water Agency

San Gorgonio Pass Water Agency
Position Pay Rate Schedule
FY 2022-2023

July 1, 2022 - June 30, 2023

Position Title	Pay Rate Range	Time Base
General Manager	\$244,704	Annual
Chief Financial Officer	\$143,333 - \$200,668	Annual
Finance Manager	\$96,036 - \$161,304	Annual
Sr. Water Resources Planner	\$91,416 - \$132,384	Annual
Executive Assistant	\$75,024 - \$108,660	Annual
Field Operations Manager	\$43.95 to \$63.65	Hourly

This complies with CCR 570.5 requirements for pay schedule information, effective August 10, 2011.