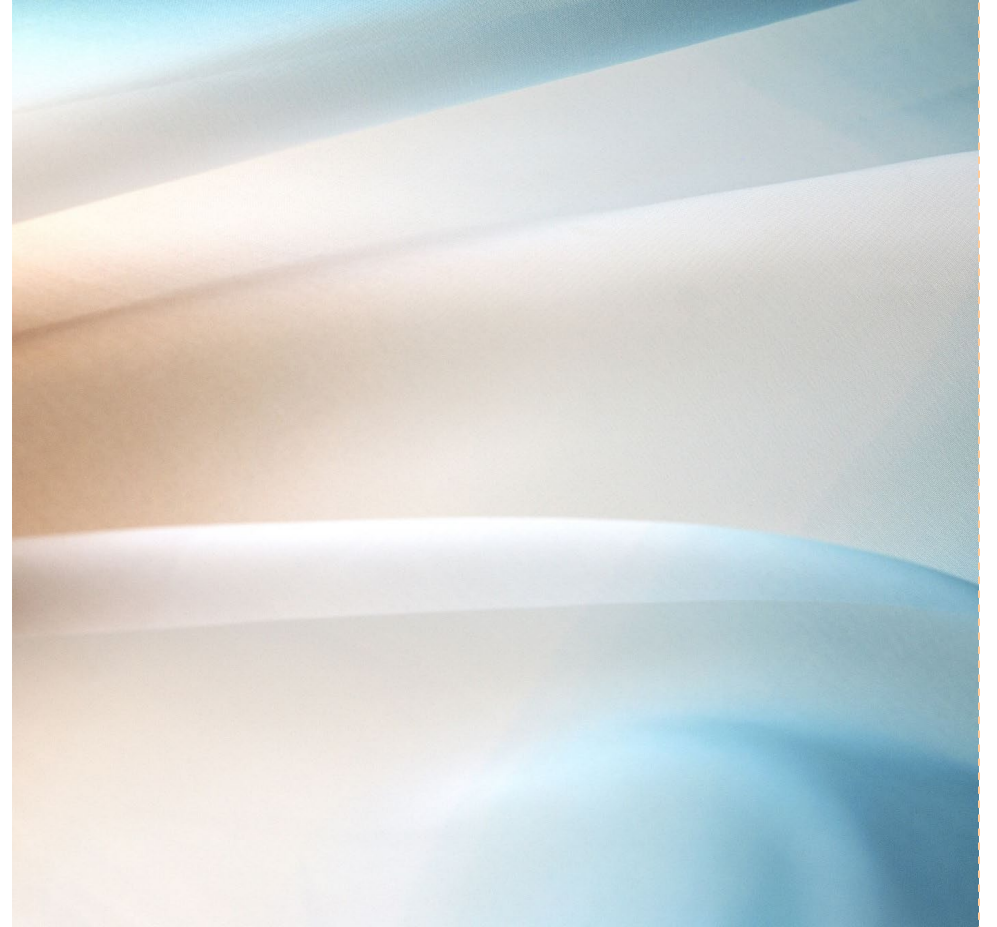


Board of Directors Cost-of-Living Adjustments

April 1, 2024, Board of Directors Meeting
San Geronio Pass Water Agency



Governing Principles

California Water Code: up to 5% annually

- Section 20202: “The increase may not exceed an amount equal to 5%, for each calendar year following the operative date of the last adjustment...”

Resolution No. 2013-04: up to amount granted to Staff annually

- Section 1: “...adjusted on January 1 of future years equal to the cost-of-living adjustments for the Agency employees.”

Procedures

COLA is established for staff at beginning of fiscal year

CFO determines which rule prevails

Board COLA takes effect automatically at beginning of next calendar year

Optional Board Actions



BOARD MAY
AGENDIZE
DISCUSSION ITEM IN
DECEMBER



BOARD MEMBER MAY
DECLINE THE COLA



BOARD MEMBER MAY
REDUCE AN AMOUNT
FOR A PARTICULAR
MEETING

Discussion & Questions
