

**RESOLUTION NO. 2020-33**

**APPROVING THE REVISED MPWD COMPENSATION PLAN**

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**MID-PENINSULA WATER DISTRICT**

**WHEREAS**, the Mid-Peninsula Water District's (MPWD) Compensation Plan was approved on September 27, 2018, and included the following attachments: Employee Classification Descriptions, Organizational Chart, and Salary Schedules for represented and unrepresented employees; and

**WHEREAS**, the organization was reviewed for operational efficiencies and development, and succession planning, and two (2) new employee position classifications were added—Administrative Supervisor and Management Analyst, together with the corresponding salary schedules and organizational chart; and

**WHEREAS**, Management met and conferred first with impacted reclassified employees for input, and formally with the MPWD Employee Association members on September 10, 2020, and September 24, 2020, regarding the organizational changes; and

**WHEREAS**, the Board Finance Committee reviewed the proposed organizational changes on September 9, 2020; and

**WHEREAS**, the Board of Directors reviewed the complete revised MPWD Compensation Plan on September 24, 2020 and found it to be consistent with the District's overall policies, goals and economic standards.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Mid-Peninsula Water District that the revised MPWD Compensation Plan dated September 24, 2020, is approved and replaces the plan dated September 28, 2018, in its entirety.

**REGULARLY PASSED AND ADOPTED** this 24<sup>th</sup> day of September 2020.

AYES: Zucca, Warden, Schmidt, Wheeler, and Vella

NOES: -0-

ABSTENTIONS: -0-

ABSENCES: -0-

  
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BOARD PRESIDENT

ATTEST:

  
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BOARD SECRETARY