

RESOLUTION NO. 2025-09

**UPDATING THE MPWD COMPENSATION PLAN TO ADD A SUPERINTENDENT
JOB DESCRIPTION AND UPDATING THE SALARY SCHEDULE**

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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 a new employee position classification of Superintendent was added, together with the corresponding salary schedule; and

WHEREAS, Management met and conferred first with the impacted reclassified employee for input, on September 18, 2024, January 7, 2025, and January 14, 2025, regarding the organizational changes; and

WHEREAS, Management revised the salary schedule to include the new Superintendent salary range as well as to remove the positions of Chief Financial Officer and Assistant General Manager, as well as adjusting the salary range for the Management Advisor position; and

WHEREAS, the Board Finance Committee reviewed the proposed organizational changes on February 18, 2025; and

WHEREAS, the Board of Directors reviewed the complete revised MPWD Compensation Plan on February 27, 2025 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 February 27, 2025, is approved.

REGULARLY PASSED AND ADOPTED this 27th day of February 2025.

AYES: Vella, Schmidt, Zucca, Covington, Wheeler

NOES: 0

ABSTENTIONS: 0

ABSENCES: 0

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Kirk Wheeler

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BOARD PRESIDENT

Signed by:

Alison Bell

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DISTRICT SECRETARY