

RESOLUTION NO. 2022-03

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 effective March 1, 2022; and

WHEREAS, on September 24, 2020, a reorganization and revised MPWD Compensation Plan was approved per Resolution 2020-33, together with the corresponding salary schedules and organizational chart, for a total of 20.5 FTEs; and

WHEREAS, Management met and conferred with the Administrative Services staff on January 24, 2022, and the MPWD Employee Association on January 25, 2022, regarding the organizational changes; and

WHEREAS, on February 11, 2022, the organization was reviewed for operational efficiencies and development, and succession planning per the strategic objectives of the MPWD, and the employee position classifications for Administrative Services Manager and Accountant were revised, and the organization was amended to add three (3) new employee position classifications—Part-Time Temporary Chief Financial Officer, Operations Project Coordinator, and Water Resources Coordinator,

together with the corresponding salary schedules and organizational chart, for a total of 23.0 FTEs; and

WHEREAS, the Board of Directors reviewed and considered the reorganization on February 24, 2022, 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 reorganization and related employee position classifications and revisions, and corresponding salary schedules effective March 1, 2022, presented on February 24, 2022, are approved.

BE IT FURTHER RESOLVED that the General Manager is directed to update the relevant sections of the MPWD Compensation Plan.

REGULARLY PASSED AND ADOPTED this 24th day of February 2022.

AYES: Schmidt, Zucca, Jordan, Vella, Wheeler

NOES:

ABSTENTIONS:

ABSENCES:

DocuSigned by:
Kirk Wheeler
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BOARD PRESIDENT

ATTEST:

DocuSigned by:
Monique Madrid
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BOARD SECRETARY