
Date: March 19, 2025

To: The Honorable Board of Directors

From: Shivaji Deshmukh, General Manager

Committee: No Committee Review

Staff Contact: Lisa Dye, Acting Assistant General Manager

Subject: Adopt Resolution No. 2025-3-2, Amending the Agency's Salary Schedule/Matrix for All Groups

Executive Summary:

California Code of Regulations (CCR) §570.5 establishes the requirement for California Public Employees' Retirement System (CalPERS) agencies to have a current, duly approved and adopted pay schedule by the agency's governing body. CalPERS employers may only report payrates, for purposes of calculating retirement benefits, that meet the definition of a Publicly Available Salary Schedule. Maintenance of the Agency's salary schedule falls under the responsibility of the Human Resources Department, which includes presenting a revised comprehensive salary resolution to the Board of Directors as changes occur. The last salary schedule/matrix update for all groups was approved by the Board on December 18, 2024.

There are classification and compensation changes as a result of the development of one new classification and one abolished classification.

Staff's Recommendation:

Staff recommends that the Board adopt Resolution No. 2025-3-2, amending the Agency's Salary Schedule/Matrix for all groups.

Budget Impact *Budgeted (Y/N): Y Amendment (Y/N): N Amount for Requested Approval*

Fiscal Impact (explain if not budgeted):

Funding is appropriated in the FY 2023/24 and 2024/25 biennial budgets.

Regional Sewerage *Technical Committee (Y/N):*

Policy Committee (Y/N):

Prior Board Action:

On December 18, 2024, the Board of Directors adopted Resolution No. 2024-12-2, Amending the Agency's Salary Schedule/Matrix for all groups.

Attachments:

Attachment 1 - [Background](#)

Attachment 2 - [Resolution No. 2025-3-2](#)