

RESOLUTION # 2023-69

A RESOLUTION AUTHORIZING CHANGES TO THE MANAGEMENT EMPLOYEE GROUP  
SALARY TABLE EFFECTIVE JANUARY 1, 2024

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WHEREAS, the Board of Directors is convinced by the data presented at its regular board meeting December 12, 2023 that the District should award the Management Employee group the 4.5% salary increase that is being negotiated by the Laborers International Union of North America (Liuna 792).

WHEREAS, the Board of Directors agrees that it will be advantageous to not only award 4.5% increase but to also move those job categories that are below the CASA Survey for 2022 median for their position back into the median range; and

WHEREAS, the Board of Directors has had a long-term agreement that District positions should be at or near the median and that the increased costs of the Monterey Peninsula make this policy even more important to retain staff and remain competitive.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Carmel Area Wastewater District that it authorizes changing the salary schedules to reflect the amounts listed on the attached spreadsheet effective January 1, 2024.

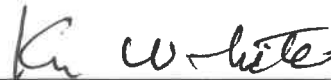
PASSED AND ADOPTED at a regular meeting of the Board of Directors of the Carmel Area Wastewater District duly held on December 12, 2023 by the following vote:

AYES: BOARD MEMBERS: PRESIDENT WHITE, DIRECTORS: COLE, RACHEL,  
SIEGFRIED, AND URQUHART

NOES: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:



Ken White, President of the Board

ATTEST:

  
Domine Barringer, Secretary of the Board