

RESOLUTION NO. 2026 – 19

A RESOLUTION AUTHORIZING AN AMENDMENT TO SALARY POLICY THAT
STIPULATES ALL MANAGEMENT POSITIONS MUST BE, AT MINIMUM, 5%
HIGHER THAN THEIR DIRECT REPORTS

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WHEREAS, BE IT RESOLVED by the Board of Directors of the Carmel Area Wastewater District to amend the District salary policy to stipulate that all management positions must be, at minimum, 5% higher than their direct reports, and

WHEREAS, the Board acknowledges this policy amendment originated with the Salary/Benefits Committee at their December 23, 2025 meeting and was a result of an inequity that existed in the salary scales; and

WHEREAS meet policy amendment is designed to ensure that all managers with direct reports remain, at minimum, 5% higher than any employee that reports to them.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Carmel Area Wastewater District, that it is convinced this policy amendment will ensure salaries maintain an equitable separation between manager and direct reporting staff.

The Board of Directors further finds that approval of this Salary Policy furthers the mission of the District to protect the staff, the public, and the environment; and

The Board of Directors authorizes the General Manager to implement this salary policy amendment;


PASSED AND ADOPTED at a meeting of the Board of Directors of the Carmel Area Wastewater District duly held on January 29, 2026 by the following vote:

AYES:BOARD MEMBERS: DIRECTORS: COLE, URQUHART, WEILAND

NOES:BOARD MEMBERS: PRESIDENT SIEGFRIED & DIRECTOR WHITE


ABSENT:BOARD MEMBERS:

ABSTAIN:BOARD MEMBERS:



Robert Siegfried, President of the Board

ATTEST:



Domine Barringer, Board Clerk