

RESOLUTION NO. 2026-20

A RESOLUTION AUTHORIZING AN ADJUSTMENT TO THE GENERAL
MANAGER'S COMPENSATION RETROACTIVE TO JANUARY 1, 2024 WITH
CORRESPONDING ADJUSTMENT TO CALPERS

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WHEREAS, BE IT RESOLVED by the Board of Directors of the Carmel Area Wastewater District to adjust the General Manager's compensation package retroactive to January 1, 2024, and

WHEREAS, the Board acknowledges that all managerial positions should be at a minimum 5% higher than their highest paid direct report, and

WHEREAS meet this goal the General Manager compensation package should be adjusted along with retroactive CalPERS benefits.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Carmel Area Wastewater District, as follows:

- The Board of Directors approves total retroactive annual compensation for the General Manager as follows:

2023-24	\$251,640.48
2024-25	\$258,672.96
2025-26	\$264,875.52
- The Board of Directors approves retroactive CalPERS employer's share of pension adjustment for the General Manager as follows:

2023-24	\$ 789.38	10.10%
2024-25	\$1,630.27	10.15%
2025-26	\$1,323.43	10.19%

The Board of Directors finds that the approval of this adjustment meets the District's goal to provide an equitable compensation package.

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: PRESIDENT SIEGFRIED,

DIRECTORS: COLE, URQUHART, WEILAND,WHITE

NOES:BOARD MEMBERS:

ABSENT:BOARD MEMBERS:

ABSTAIN:BOARD MEMBERS:



Robert Siegfried, President of the Board

ATTEST:



Domine Barringer, Board Clerk