

**BOARD OF DIRECTORS
SANTA CLARA VALLEY WATER DISTRICT**

RESOLUTION NO. 22-

**ADOPTING THE SALARY STRUCTURE FOR THE
UNREPRESENTED EMPLOYEES IN EXECUTIVE SERVICE**

WHEREAS, at its regular meeting on May 22, 2018, the Board approved Resolution 18-25 which provided for a defined salary structure for the Santa Clara Valley Water District's (Valley Water's) Unrepresented Employees in Executive Service and was designed to create a reasonable range of separation in the maximum salaries for the positions as they related to one another; and

WHEREAS, under this 2018 structure, changes to the actual salary ranges for each classification were calculated based upon the annual adjustment to the maximum range for the classified Program Administrator and the maximum range of the highest Professional Managers Association (PMA) classification; and

WHEREAS, a salary study was commissioned for the classifications of Unrepresented Employees in Executive Service in December 2021, which showed that unclassified classifications are paid to 5-10% below market comparators at the 60th percentile; and

WHEREAS, it was determined that since the Deputy Operating Officer was the most represented classification of the Unrepresented Employees in Executive Service, it would become the benchmark and anchor from which to establish the salary structure of the unclassified classifications; and

WHEREAS, the attached Salary Structure Table (Exhibit A) shall amend and replace the Salary Structure Table that was in place since May 2018 through Resolution 18-25.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby approve and adopt the Salary Structure attached hereto as Exhibit "A," effective as of Payroll Period 25 (November 28, 2022).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on November 22, 2022:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

JOHN L. VARELA
Chair Pro Tem, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors

EXHIBIT A COVERSHEET

SALARY STRUCTURE TABLE

No. of Pages: 1

Exhibit Attachments: None

UNCLASSIFIED SALARY STRUCTURE

SANTA CLARA VALLEY WATER DISTRICT PROPOSED UNCLASSIFIED EMPLOYEES ANNUAL SALARY SCHEDULE	
	Salary Structure
Board Appointed Officers	
Chief Executive Officer	15% above Assistant Chief Executive Officer
Assistant Chief Executive Officer	Internal alignment: 15% above Chief Operating Officer
District Counsel	Internal alignment: 20% above Sr. Assistant District Counsel
Clerk of the Board	Internal alignment: same as Deputy Administrative/Operating Officer classification
Classification Title	
Chief Operating Officer	Internal alignment: 15% above Deputy Administrative/Operating Officer.
Chief Financial Officer	Internal alignment: same as Deputy Administrative/Operating Officer classification
Deputy Administrative Officer	Internal alignment of DAO with Deputy DOO classification
Deputy Operating Officer	Market based recommendation
Senior Assistant District Counsel	Internal alignment: anchor to Deputy Administrative/Operating Officer (same salary range)
Assistant District Counsel	Internal alignment: 10% below Senior Assistant District Counsel
Assistant Officer	Internal alignment: 15% below Deputy Administrative/Operating Officer.
Chief of Staff	Internal alignment: 25% below Deputy Administrative/Operating Officer

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