



# STAFF REPORT

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**Meeting Type:** Board of Directors  
**Title:** FY 2026 Pay Schedule for District Employees  
**From:** Bret Uppendahl, Finance Director  
**Through:** Ben Horenstein, General Manager  
**Meeting Date:** July 15, 2025

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**TYPE OF ITEM:**      X      Action                      Information

**RECOMMENDATION:** Adopt a resolution approving the updated pay schedule effective the first full pay period following July 1, 2025 for District Employees to reflect the CPI increase and cost of living adjustments approved by the Board in November 2023

**SUMMARY:** CalPERS requires that the District adopt a current pay schedule for all District employees. On November 7, 2023, the Board approved a Memorandum of Understanding, Resolution, and Employment Contract amendments providing salary increases for District employees, as explained below.

**DISCUSSION:** In order to document the cost of living adjustments for FY 2026 as approved by the Board in November 2023, CalPERS requires the adoption of a current pay schedule for all District employees. Cost of Living Adjustments for District staff are in part based on the change in Consumer Price Index U (CPI-U) as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period (December to December) for each calendar year preceding the adjustment, for the San Francisco-Oakland-Hayward metropolitan area.

On November 7, 2023, the Board adopted the Memorandum of Understanding (MOU) between Marin Municipal Water District and Service Employees International Union (SEIU) Local 1021, establishing the salaries and other terms and conditions of employment for District employees represented by SEIU 1021. The approved salary adjustment for employees represented by SEIU 1021 is based on the following MOU language:

*Effective the first full pay period following July 1, 2025, the District shall provide all classes an increase equivalent to the change in the Consumer Price Index U (CPI-U) as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period (December to December) for each calendar year preceding the adjustment, for the San Francisco-Oakland-Hayward metropolitan area, plus three-quarters of one percent (0.75%).*

*The general wage increase on July 1, 2025, shall not be less than two percent (2.0%) nor greater than five percent (5.0%).*

On November 7, 2023, the Board also adopted Resolution 8760 (Resolution) establishing the terms and conditions of the employment for Unrepresented Employees, which includes Division Directors, Mid-Managers and Confidential Employees. The approved salary adjustment for Unrepresented Employees in the Resolution is based on the following language:

*Effective the first full pay period following July 1, 2025, the District shall provide all Unrepresented Classes an increase equivalent to the change in the Consumer Price Index U (CPI-U) as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period (December to December) for each calendar year preceding the adjustment, for the San Francisco-Oakland-Hayward metropolitan area, plus three-quarters of one percent (0.75%). The general wage increase on July 1, 2025, shall not be less than two percent (2.0%) nor greater than five percent (5.0%).*

Additionally, the Resolution approved a salary increase equivalent to the reduction in the Employer Paid Member Contribution for Division Directors as stated below.

*Division Directors shall receive a 1.25% salary increase to offset the reductions to the Employer Paid Member Contributions. Such salary adjustments shall occur on each of the following dates: (1) November 20, 2023 (2) July 1, 2024, (3) July 1, 2025, and (4) July 1, 2026.*

The employment contracts for the General Manager and the General Counsel specify that the base salary, effective the first full pay period following July 1, 2025, shall increase an increase equivalent to the change in the Consumer Price Index U (CPI-U) as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period (December to December) for each calendar year preceding the adjustment, for the San Francisco-Oakland-Hayward metropolitan area. The General Counsel shall also receive a 1.25% salary increase to offset the reductions to the Employer Paid Member Contributions. Such salary adjustments shall occur on each of the following dates: (1) November 20, 2023 (2) July 1, 2024, (3) July 1, 2025, and (4) July 1, 2026.

The change in the Consumer Price Index U (CPI-U) as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period (December to December) for the San Francisco-Oakland-Hayward metropolitan area was an increase of 2.4%. Per the approved Memorandum of Understanding, Resolution and Employment Contracts, District employees represented by SEIU 1021 will receive a wage increase of 3.15%, the Unrepresented Employees excluding Division Directors will receive a wage increase of 3.15%, Division Directors will receive a wage increase of 4.40%, the General Manager will receive a wage increase of 2.40% and the General Counsel will receive a wage increase of 3.65% effective the first full pay period following July 1, 2025. The FY 2026 Pay Schedule for All District Employees reflecting the wage increase is included.

**ENVIRONMENTAL REVIEW:** Not applicable.

**FISCAL IMPACT:** The projected costs for the COLA for all District employees, including benefits, is approximately \$1,289,000 and is included in the FY 2025-26 Budget.

**ATTACHMENT(S):**

1. Proposed Resolution
2. FY 2026 Pay Schedule for All District Employees

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Finance	 Bret Uppendahl Finance Director	 Ben Horenstein General Manager