

Attachment 1

MARIN MUNICIPAL WATER DISTRICT

RESOLUTION NO.

A RESOLUTION OF THE BOARD OF DIRECTORS APPROVING FY 2026 ADJUSTED SALARY SCHEDULE IMPLEMENTING APPROVED COST OF LIVING INCREASES FOR DISTRICT EMPLOYEES

WHEREAS, on November 7, 2023, the Board of Directors approved a Memorandum of Understanding (MOU) between the Marin Municipal Water District and Service Employees International Union Local 1021 (SEIU 1021), establishing the salaries and other terms and conditions of employment for District employees represented by SEIU 1021 through June 30, 2027; and

WHEREAS, on November 7, 2023, the Board of Directors also adopted Resolution No. 8760 (Resolution) establishing the salaries and other terms and conditions of employment for Unrepresented Employees, including division directors, mid-managers and confidential personnel, through June 30, 2027; and

WHEREAS, the MOU and the Resolution authorize an annual salary increase for the respective employees equivalent to 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, plus three-quarters of one percent (0.75%) effective the first full pay period following July 1, 2025; and

WHEREAS, the District General Manager and General Counsel are employed pursuant to at-will employment agreements with the District that, upon receiving a satisfactory evaluation by the Board of Directors, authorize the base salary to increase in an amount 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, effective the first full pay period following July 1, 2025; and

WHEREAS, the Resolution and employment agreements authorize Division Directors and the General Counsel to receive 1.25% salary increases to offset the reductions to the District's Employer Paid Member Contributions effective the first full pay period following July 1, 2025; and

WHEREAS, 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 calendar year preceding the adjustment, for the San Francisco-Oakland-Hayward metropolitan area was an increase of 2.4%; and

WHEREAS, California Code of Regulations Title 2, Section 570.5 requires the annual adoption of a pay schedule for District employees.

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors does hereby approve implementation of a salary increase of 3.15% for District employees represented by SEIU 1021 and Unrepresented Employees, excluding Division Directors, effective July 1, 2025, based on the previous calendar year change in the Consumer Price Index-U as set forth in the revised pay schedule attached hereto as “Exhibit A” and incorporated herein by this reference.

BE IT RESOLVED, that the Board of Directors does hereby approve implementation of a salary increase of 4.40% for Division Directors, effective July 1, 2025, based on the previous calendar year change in the Consumer Price Index-U as set forth in the revised pay schedule attached hereto as “Exhibit A” and incorporated herein by this reference.

BE IT RESOLVED, that the Board of Directors does hereby approve implementation of a salary increase of 2.40% for the General Manager, effective July 1, 2025, based on the previous calendar year change in the Consumer Price Index-U as set forth in the revised pay schedule attached hereto as “Exhibit A” and incorporated herein by this reference.

BE IT RESOLVED, that the Board of Directors does hereby approve implementation of a salary increase of 3.65% for General Counsel, effective July 1, 2025, based on the previous calendar year change in the Consumer Price Index-U as set forth in the revised pay schedule attached hereto as “Exhibit A” and incorporated herein by this reference.

PASSED AND ADOPTED this 15th day of July, 2025, by the following vote of the Board of Directors.

AYES:

NOES:

ABSENT:

Matthew Samson
President, Board of Directors

ATTEST:

Terrie Gillen
Board Secretary

ATTACHMENTS:

Exhibit A: FY 2026 Pay Schedule for All District Employees