

SACRAMENTO GROUNDWATER AUTHORITY POLICIES AND PROCEDURES MANUAL

Policy Type : Human Resources
Policy Title : Employee Compensation Policy
Policy Number : 100.3
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EMPLOYEE COMPENSATION POLICY

The Sacramento Groundwater Authority (SGA) and Regional Water Authority (RWA) entered into "AGREEMENT BETWEEN THE REGIONAL WATER AUTHORITY AND THE SACRAMENTO GROUNDWATER AUTHORITY FOR ADMINISTRATIVE AND MANAGEMENT SERVICES," (Administrative Services Agreement) on the 23rd day of May, 2002, and amended the Agreement on the 9th day of September, 2004.

With respect to employees, the Administrative Services Agreement states in Section 2.b, "Employees shall include all full-time and part-time personnel and staff hired and retained by RWA to act for the benefit of both RWA and SGA."

Consistent with the Administrative Services Agreement, SGA recognizes a need to have consistent compensation levels with RWA and thereby will dually authorize and approve all compensation changes and Exhibit A to this Policy at the first SGA meeting of the new calendar year. Exhibit A will be updated annually in January and approved by the RWA Board of Directors. In order to maintain consistency with the RWA employee salaries and pay scales, the Board will retroactively approve these changes.