

**RESOLUTION NO. 597**

**RESOLUTION OF THE  
BOARD OF DIRECTORS OF  
SUNNYSLOPE COUNTY WATER DISTRICT**

**ADJUSTMENT TO MANAGEMENT SALARY SCALES  
AND  
ADOPTING CWEA CERTIFICATION INCENTIVE PAY FOR  
MANAGERS**

**WHEREAS**, Sunnyslope County Water District has not adjusted Management Classification salary scales collectively for 4 years; and

**WHEREAS**, inflationary pressures warrant salary scale adjustment to Management Classifications at this time; and

**WHEREAS**, the Board of Directors has received the General Manager's recommendation to adjust all Management Classifications by 5%; and

**WHEREAS**, the Board of Directors has received the General Manager's recommendation to additionally create incentive pay scales to compensate Managers who seek training and certification through the CWEA Technical Certification Program;

**WHEREAS**, the Board recognizes the current management contributions to the District.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors of the Sunnyslope County Water District hereby resolves as follows:

- 1) All Management Classification salary scales shall be adjusted 5% commencing in the full pay period following December 1, 2023;
- 2) The District shall provide incentive pay for managers who achieve CWEA certifications in the following technical fields:
  - **Advanced Water Treatment Operator**
  - **Collection System Maintenance**
  - **Electrical & Instrumentation Technologist**
  - **Mechanical Technologist**

And for each grade 1 certification achieved there is no compensation;

And for each grade 2 certification through grade 4 would result in the following percentage increase on the current salary step for the manager achieving the grade:

- A certificate for grade level 2 would be equal to 1% pay increase.
- A certificate for a grade level 3 would be equal to 2% pay increase.
- A certificate for a grade level 4 would be equal to 3% pay increase.

There would be a limit of 9% for CWEA certification pay for any individual manager. This incentive pay will be available commencing in the first full pay period following December 1, 2023.

**PASSED AND ADOPTED** by the Board of Directors of the Sunnyslope County Water District this 21<sup>th</sup> day of November, 2023 by the following vote:

AYES: *Directors: Alcorn, Parker, Mauro, & Brown*

NAYS: *Buzzetta*

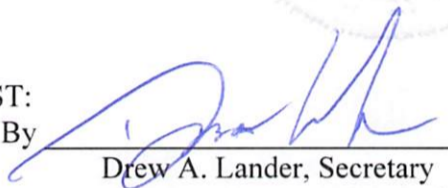
ABSTAIN:

ABSENT:

Signed:   
Dee Brown, President



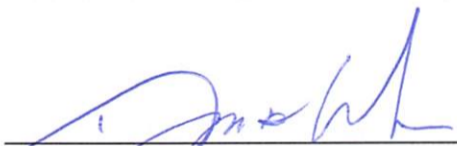
(Seal)

ATTEST:  
By   
Drew A. Lander, Secretary

CERTIFICATION  
**RESOLUTION NO. 597**

I do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly and regularly adopted at a Regular meeting of the Board of Directors of the Sunnyslope County Water District held on November 21, 2023.

Dated: November 21, 2022

  
Drew A. Lander  
*Secretary of Sunnyslope County Water District*