

## **STAFF REPORT**

**To:** Board of Directors

**From:** Jeffrey Schneider, Assistant General Manager - Finance & Administration

**Agenda:** June 9, 2026

**Report Date:** June 5, 2026

**Agenda Title:** Approval of Salary Schedule with a Cost-of-Living Adjustment for Fiscal Year 2026-2027, effective July 1, 2026

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### **Recommendation / Motion:**

**Approve Salary Schedule with a 1.75% cost-of-living adjustment for Fiscal Year (FY) 2026-2027, effective July 1, 2026.**

### **Background:**

CALPERS requires Board approval of the District's salary schedule. The proposed schedule reflects a 1.75% Cost-of-Living Adjustment (COLA) based upon the change in the Consumer Price Index - Urban Wage Earners and Clerical Workers - San Francisco-Oakland-San Jose, CA from February to February.

The adjusted pay rates will be effective with the first pay period ending in July, 2026.

### **New Requirement for FY 2026-2027:**

Pursuant to a recent amendment to the SB 707 Brown Act and Government Code section 54953(d)(3), the District must verbally report the compensation for department heads and similar high level administrative positions. To satisfy this requirement, the table below lists the current and proposed salaries for the General Manager, Assistant General Manager, Water Distribution Operations Manager, and the Water Treatment Plant Operations Manager:

<b>Employee Name</b>	<b>Title</b>	<b>Current Salary</b>	<b>Proposed Salary</b>	<b>% Increase</b>	
Mary Rogren	General Manager	\$283,425	\$288,386	1.75%	COLA only
Jeffrey Schneider	Assistant General Manager of Finance and Administration	\$222,123	\$231,661	4.29%	COLA plus Step
Sean Donovan	Water Treatment Plant Operations Manager	\$199,871	\$208,451	4.29%	COLA plus Step
Darin Sturdivan	Water Distribution Operations Manager	\$176,656	\$184,240	4.29%	COLA plus Step

**Attachment:** Salary Schedule for Fiscal Year 2026-2027

**COASTSIDE COUNTY WATER DISTRICT**  
**Adopted: June \_\_\_\_\_, 2026**  
**EFFECTIVE: July 1, 2026 (once approved)**  
**DRAFT: 6/9/2026**

JOB TITLE
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HOURLY RANGE BOTTOM	ANNUAL	HOURLY RANGE TOP	ANNUAL
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<b>MANAGEMENT</b>
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GENERAL MANAGER
ASSISTANT GENERAL MANAGER - FINANCE / ADMINISTRATION
OPERATIONS MANAGER (TREATMENT AND DISTRIBUTION)

			\$ 288,386
	\$ 196,304		\$ 239,179
	\$ 179,748		\$ 219,007

<b>ADMINISTRATIVE</b>
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ADMINISTRATIVE ANALYST
ADMINISTRATIVE SERVICES MANAGER
ACCOUNTING MANAGER/UTILITY BILLING MANAGER
TEMPORARY - CUSTOMER SERVICE
CUSTOMER SUPPORT SPECIALIST
CUSTOMER SERVICE SPECIALIST I
CUSTOMER SERVICE SPECIALIST II
UTILITY BILLING SPECIALIST
WATER RESOURCE ANALYST

\$ 53.470	\$ 111,218	\$ 65.146	\$ 135,504
\$ 62.904	\$ 130,840	\$ 76.643	\$ 159,417
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\$ 36.435		\$ 44.394	
\$ 47.318	\$ 98,421	\$ 57.653	\$ 119,918
\$ 36.435	\$ 75,785	\$ 44.394	\$ 92,340
\$ 40.195	\$ 83,606	\$ 48.974	\$ 101,866
\$ 47.318	\$ 98,421	\$ 57.653	\$ 119,918
\$ 62.904	\$ 130,840	\$ 76.643	\$ 159,417

<b>OPERATIONS</b>
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DISTRIBUTION SUPERVISOR
TREATMENT PLANT SUPERVISOR
TEMPORARY - MAINTENANCE WORKER
MAINTENANCE WORKER
MAINTENANCE WORKER II
TREATMENT/DISTRIBUTION OPERATOR (ASSIGNED TO DISTRIBUTION)
TREATMENT/DISTRIBUTION OPERATOR (ASSIGNED TO TREATMENT)
TREATMENT/DISTRIBUTION OPERATOR - LEAD (ASSIGNED TO DISTR)
SENIOR DISTRIBUTION OPERATOR
SENIOR TREATMENT OPERATOR

\$ 64.262	\$ 133,665	\$ 78.299	\$ 162,862
\$ 72.702	\$ 151,220	\$ 88.583	\$ 184,253
\$ 36.435	\$ 75,785	\$ 44.394	\$ 92,340
\$ 36.435	\$ 75,785	\$ 44.394	\$ 92,340
\$ 38.257	\$ 79,575	\$ 46.612	\$ 96,953
\$ 44.025	\$ 91,572	\$ 53.640	\$ 111,571
\$ 48.699	\$ 101,294	\$ 59.336	\$ 123,419
\$ 47.327	\$ 98,440	\$ 57.664	\$ 119,941
\$ 52.828	\$ 109,882	\$ 64.365	\$ 133,879
\$ 59.670	\$ 124,114	\$ 72.702	\$ 151,220

\* Reflects CPI-W - San Francisco-Oakland-Hayward - Feb 2025 to Feb 2026