

RESOLUTION NO. 2025-23

**RESOLUTION OF THE BOARD OF DIRECTORS
OF THE YORBA LINDA WATER DISTRICT
ADOPTING THE GENERAL MANAGER CLASSIFICATION
AND SALARY EFFECTIVE JULY 1, 2025
AND RESCINDING RESOLUTION NO. 2024-20**

- WHEREAS,** pursuant to California Code of Regulations, Title 2, §570.5, the California Public Employees' Retirement System (CalPERS) requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with the Ralph M. Brown Act (California Government Code 54950 et seq.); and
- WHEREAS,** the Board of Directors completed its annual review of the General Manager's performance, and thereafter directed the District's Designated Representative to negotiate terms of the General Manager's compensation, and the Designated Representative reported "a summary of a recommendation" regarding the negotiated terms for the Board to consider whether to take final action regarding the terms; and
- WHEREAS,** as a result of these negotiations and the Board of Directors' positive performance evaluation of the General Manager, and in the interest of maintaining the employment relationship, the Board of Directors took final action at a Board meeting on November 13, 2025, to, in part, increase the General Manager's base salary; and
- WHEREAS,** on August 23, 2022, the Board of Directors previously adopted Resolution No. 2022-28 to approve and adopt the General Manager Classification and Salary, effective August 29, 2022; and
- WHEREAS,** on January 11, 2024, the Board of Directors previously adopted Resolution No. 2024-03 to approve and adopt the General Manager Classification and Salary, effective July 1, 2023; and
- WHEREAS,** on September 19, 2024, the Board of Directors previously adopted Resolution 2024-20 to approve and adopt the General Manager Classification and Salary, effective July 1, 2024; and
- WHEREAS,** the Board of Directors desires to adopt the General Manager Classification and Salary with a 4% cost-of-living adjustment (COLA) and 5.5% performance-based adjustment effective July 1, 2025, as set forth in Exhibit A attached hereto; and
- WHEREAS,** consistent with Section 4 of the Third Amendment to the Employment Agreement for the Position of General Manager, the Board of Directors also desires to automatically increase the General Manager's base salary by the same COLA percentages received by District employees on the same effective dates, which as of the Agreement Date are 5% on July 1, 2026, and 4.5% on July 1, 2027, as set forth in Exhibit A; and

WHEREAS, any separate potential performance-based adjustments to the General Manager's base salary desired by the Board of Directors after adoption of this Resolution will be presented in a replacement Resolution.

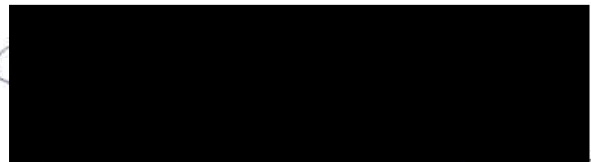
NOW THEREFORE BE IT RESOLVED by the Board of Directors of the Yorba Linda Water District as follows:

SECTION 1. The General Manager Classification and Salary, as set forth in Exhibit A attached hereto, is approved and adopted, effective July 1, 2025.

SECTION 2. That Resolution No. 2024-20 is hereby rescinded.

PASSED AND ADOPTED this 13th day of November 2025, by the following called vote:

AYES: Directors Barbre, DesRoches, Hernandez, Lindsey, and Scott
NOES: None
ABSTAIN: None
ABSENT: None



Tom Lindsey, President
Yorba Linda Water District

ATTEST:



Annie Alexander, Board Secretary
Yorba Linda Water District



Reviewed and approved as to form by General Counsel:



Andrew B. Gagen, Esq.
Kidman Gagen Law LLP

EXHIBIT A

**Yorba Linda Water District
General Manager Classification and Salary**

Retroactive to July 1, 2025

<u>CLASSIFICATION TITLE</u>		<u>SALARY</u>	<u>FLSA</u>
General Manager	Hourly	\$ 178.99	Exempt
	Monthly	\$ 31,025.00	
	Yearly	\$ 372,300.00	

Effective July 1, 2026*

<u>CLASSIFICATION TITLE</u>		<u>SALARY</u>	<u>FLSA</u>
General Manager	Hourly	\$ 187.94	Exempt
	Monthly	\$ 32,576.25	
	Yearly	\$ 390,915.00	

Effective July 1, 2027*

<u>CLASSIFICATION TITLE</u>		<u>SALARY</u>	<u>FLSA</u>
General Manager	Hourly	\$ 196.40	Exempt
	Monthly	\$ 34,042.18	
	Yearly	\$ 408,506.18	

**Excluding any separate potential performance-based adjustments desired by the Board of Directors.*