

Accessible web copy of the adopted text of Resolution No. 453, adopted August 7, 2026, by a vote of 4 ayes and 1 absent (Director Bottini) as recorded in the approved minutes, with Exhibit A. No signed copy has been located; blank signature and vote lines below reflect the unsigned file copy.

CHESTER PUBLIC UTILITY DISTRICT RESOLUTION NO. 453

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CHESTER PUBLIC UTILITY DISTRICT ADOPTING A PUBLICLY AVAILABLE PAY SCHEDULE FOR NON-REPRESENTED (NON-UNION) EMPLOYEE CLASSIFICATIONS

WHEREAS, the Chester Public Utility District ("District") is a public agency that contracts with the California Public Employees' Retirement System ("CalPERS") for retirement benefits under the Public Employees' Retirement Law ("PERL"); and

WHEREAS, California Code of Regulations, title 2, section 570.5, requires that compensation for CalPERS-covered employees be set forth on a publicly available pay schedule ("PAPS") that: (a) identifies all positions in the applicable group or class; (b) states a pay rate and time base for each position; (c) reflects only the normal monthly rate of pay or base pay, exclusive of special compensation; (d) does not reference any other document for the rate of pay; (e) indicates an effective date and, if amended, a revision date; (f) is approved and adopted by the District's governing body; and (g) is retained and available for public inspection for not less than five years; and

WHEREAS, this pay schedule applies only to positions determined to be "employees" of the District for purposes of the PERL under the common law control test, and does not apply to individuals properly engaged as independent contractors, who are not CalPERS-reportable and are therefore outside the scope of this pay schedule; and

WHEREAS, the District's non-represented employee classifications consist of exactly two positions — Administrative Assistant (Part-Time/Temporary) and Maintenance Worker/Meter Reader, Part-Time — both of which were created as, and have always been, non-union classifications, and neither of which has ever been part of the Memorandum of Understanding between the District and Stationary Engineers Local 39; and

WHEREAS, the District's Board of Directors adopted an amendment to Policy #2305 on June 23, 2026, correcting a prior wage cross-reference defect and stating the Maintenance Worker/Meter Reader, Part-Time classification's pay rate directly, in compliance with 2 CCR section 570.5(d); and

WHEREAS, because these two non-represented classifications are not covered by the Memorandum of Understanding between the District and Stationary Engineers Local 39, which represents the District's miscellaneous bargaining unit, they require a publicly available pay schedule separate and distinct from the represented bargaining unit's pay schedule; and

WHEREAS, Government Code section 21224 and related CalPERS regulations require that the hourly rate of pay for a retired annuitant not exceed the maximum monthly base salary paid to other employees performing comparable duties, as listed on a publicly available pay schedule, divided by 173.333; and

WHEREAS, CalPERS has undertaken an Employment After Retirement compliance review of the District's retired annuitant employment practices (the "Compliance Review"), and the Compliance Review has identified, among other matters, the absence of a compliant publicly available pay schedule for these non-represented classifications and for retired annuitant classifications, and a classification discrepancy regarding the District's part-time/temporary Administrative Assistant classification; and

WHEREAS, District Policy 2315 establishes the Administrative Assistant classification as a Part-Time/Temporary position with an hourly pay range of \$25.00 to \$30.00 per hour, and District Policy #2305, as amended June 23, 2026, establishes the Maintenance Worker/Meter Reader, Part-Time classification with a direct hourly pay range of \$18.00 to \$23.00 per hour, and it is the intent of this Resolution to correctly and consistently reflect these two classifications, together with the District's retired annuitant classifications, on a single compliant publicly available pay schedule; and

WHEREAS, the Board desires to adopt a publicly available pay schedule for the District's non-represented employee classifications, in the form attached hereto as Exhibit A, in order to comply with 2 CCR section 570.5, support the District's response to the pending Compliance Review, and provide transparency to the public and District ratepayers regarding District compensation practices;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Chester Public Utility District as follows:

Section 1. Adoption. The Board hereby adopts the Publicly Available Pay Schedule for Non-Represented Employee Classifications attached hereto as Exhibit A and incorporated herein by reference, effective July 1, 2026.

Section 2. Posting and Retention. The General Manager, or designee, is directed to post Exhibit A on the District's website (chesterpud.org) and to retain Exhibit A, and any subsequent amendments, for public inspection for not less than five (5) years, in accordance with 2 CCR section 570.5.

Section 3. Superseding Effect. This Resolution and Exhibit A supersede any prior pay schedule, resolution, policy, or practice of the District applicable to non-represented employee classifications, to the extent of any inconsistency.

Section 4. CalPERS Submission. The General Manager, or designee, is directed to transmit a copy of Exhibit A to CalPERS at MOU_Review@calpers.ca.gov, and to Mai-See Lor as the assigned CalPERS analyst, in connection with the District's pending Employment After Retirement compliance matter.

Section 5. Amendment. Exhibit A may be amended from time to time by resolution of the Board. Any amendment shall indicate a revision date in accordance with 2 CCR section 570.5.

Section 6. Effective Date. This Resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED by the Board of Directors of the Chester Public Utility District at a regular meeting held on August 7th, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Chester Public Utility District Signature Page Resolution 453

Stephen Graffweg, Board Chair

Date_____

ATTEST:

Kelly Sanders, Board Clerk

Date_____

CHESTER PUBLIC UTILITY DISTRICT
Publicly Available Pay Schedule — Non-Represented Employee Classifications

Board Approved: 08-06-2026
Effective: July 1, 2026 – June 30, 2027

1. Full-Time / Part-Time Non-Represented Classifications

Class Code	Classification Title	Occupational Group	FLSA Status	Time Base	Annual/Hourly Minimum	Annual/Hourly Midrange	Annual/Hourly Maximum
Office / Administrative							
2315	Administrative Assistant (Part-Time/Temporary)	Office/Allied	Non-Exempt	Hourly	\$25.00	\$27.50	\$30.00
Field / Operations							
2305	Maintenance Worker/Meter Reader, Part-Time	Field/Operations	Non-Exempt	Hourly	\$18.00	\$20.50	\$23.00

Both ranges above are established under District Policy 2315 (Administrative Assistant) and Policy #2305, as amended June 23, 2026 (Maintenance Worker/Meter Reader). Time base is hourly for both classifications, consistent with 2 CCR §570.5.

2. Retired Annuitant Classifications

Class Code	Classification Title	Occupational Group	FLSA Status	Minimum Hourly Rate	Maximum Hourly Rate
Retired Annuitant — Office / Allied					
2315	RA Administrative Assistant	Office/Allied	Hourly	\$25.00	\$30.00

3. FTE Classification Mapping for CalPERS Compensation Reporting

Class Code	Retired Annuitant Classification	RA Maximum Hourly Rate	Comparable FTE Classification	FTE Monthly Maximum	Hourly Comp. Limit (÷173.333)
2315	RA Administrative Assistant	\$30.00	Office Manager (Stationary Engineers Local 39 MOU, Step E, FY2024/2025 schedule)	\$6,576.25	\$37.94

"Hourly Comp. Limit" = FTE Monthly Maximum divided by 173.333, per Government Code §21224. The Retired Annuitant Administrative Assistant maximum rate (\$30.00/hour) is within this limit.