

RESOLUTION NO. 24-1063

**A RESOLUTION OF THE BOARD OF DIRECTORS OF JOSHUA
BASIN WATER DISTRICT APPROVING THE EMPLOYEE
COMPENSATION PLAN FOR DISTRICT EMPLOYEES**

WHEREAS, the Joshua Basin Water District (“JBWD”) Board of Directors (“Board”) desires to review employee compensation and benefits on an annual basis; and

WHEREAS, the District has proposed the attached Employee Compensation Plan (the “Plan”), which is attached hereto in Attachment A; and

WHEREAS, this Resolution, and the Plan adopted herein, are meant to be used in conjunction with the most recently adopted Employee Handbook (the “Handbook”), as may be amended from time to time; and

WHEREAS, this Resolution will supersede all previous employee compensation plan resolutions, and

WHEREAS, the Board desires to adopt the employee compensation and benefits as referenced in the Plan; and

WHEREAS, the Plan and Handbook are both incorporated herein by their respective reference.

NOW, THEREFORE, the Board of Directors of the Joshua Basin Water District hereby resolves, determines, and orders as follows:

1. The above recitals are true and correct and are incorporated herein as findings of the Board by this reference.

2. The Board hereby approves and adopts the Plan with implementation effective the first full pay period after approval by the Board, and the Plan shall be effective relative to any and all District employees, with the exception of those whose employment is governed by an independent contract.

3. The Board further delegates authority to the General Manager to take such actions as may be reasonably necessary to implement the Plan and the Handbook, as referenced herein, and to provide notice of the actions taken in this Resolution.

PASSED AND ADOPTED this 5th day of June 2024, pursuant to the following votes:

AYES: 3
NOES: 2
ABSENT: _____
ABSTAIN: _____

By: 
Thomas Floen, President

By: 
Sarah Johnson, General Manager & Board Secretary