

NOVATO SANITARY DISTRICT

DRAFT ORDINANCE NO. 125

**AN ORDINANCE ESTABLISHING BOARD MEMBER COMPENSATION AND
ADOPTING A BOARD COMPENSATION POLICY**

WHEREAS, the Novato Sanitary District (the “District”) is a sanitary district organized and operating under the Sanitary District Act of 1923 (Health and Safety Code Section 6400 et seq.);

WHEREAS, Health and Safety Code Section 6489 authorizes each member of the District Board of Directors (the “Board”) to receive compensation for each day of attendance at Board meetings and for each day of service as a Board Member by request of the Board;

WHEREAS, Health and Safety Code Section 6489 further authorizes the Board, by ordinance adopted pursuant to Chapter 2, commencing with section 20200, of Division 10 of the California Water Code, to increase Board Member compensation above the statutory base of one hundred dollars (\$100.00) per day, so long as the increase does not exceed an amount equal to five percent (5%) for each calendar year following the operative date of the last adjustment, calculated on the compensation received when this Ordinance is adopted;

WHEREAS, the Board compensation rate was last adjusted by Ordinance No. 104, adopted February 14, 2005, which set compensation at two hundred twenty-five dollars (\$225.00) per day, and the Board now desires to increase the Board compensation rate to two hundred fifty dollars (\$250.00), which is within the limit prescribed by Water Code Section 20202;

WHEREAS, California Government Code Section 53232.1 authorizes a local agency to compensate members of its legislative body for attendance at meetings of the legislative body and advisory bodies, conferences and educational activities, and other occasions constituting official duties specified by Board policy, and the Board desires to restate and specify the events for which a Board Member may be compensated;

WHEREAS, Water Code Section 20203 requires that an ordinance adopted pursuant to Chapter 2 (commencing with section 20200) of Division 10 of the Water Code be adopted only after a public hearing, notice of which must be published in a newspaper of general circulation within the District pursuant to California Government Code Section 6066; and

WHEREAS, notice of the public hearing on this Ordinance was published in the *Marin Independent Journal*, a newspaper of general circulation within the District, once a week for two successive weeks, on July 31, 2026 and August 7, 2026, and the Board held a duly noticed public hearing on this Ordinance, at which all interested persons were given an opportunity to be heard, prior to its adoption.

NOW, THEREFORE, BE IT ORDAINED by the Board of Directors of the Novato Sanitary District as follows.

Section 1. Recitals. The foregoing recitals are found to be true and correct and are hereby incorporated herein by this reference.

Section 2. Rate of Board Compensation. The rate of compensation for members of the Board of Directors is two hundred fifty dollars (\$250.00) per Day of Service, as defined by the Board Compensation Policy.

Section 3. Board Compensation Policy. Policy No. 4105, Board Compensation, attached hereto as Attachment A and incorporated herein (the “Board Compensation Policy”) is hereby adopted.

Section 4. Repeal of Prior Ordinance. Ordinance No. 104 is hereby superseded and repealed in its entirety as of the effective date of this Ordinance.

Section 5. Severability. If any part of this Ordinance is for any reason held to be invalid or unconstitutional, that decision shall not affect the validity of the remaining portions of this Ordinance. The Board declares that it would have adopted this Ordinance, and each section, subsection, sentence, clause, and phrase, irrespective of the invalidity of any other portion.

Section 6. Publication; Effective Date. Upon adoption, this Ordinance shall be entered in the minutes of the Board and shall be published once in the Marin Independent Journal, a newspaper of general circulation within the District. This Ordinance shall take effect on October 9, 2026, which is sixty (60) days after the date of its final passage as required by California Water Code section 20204, and shall be subject to the referendum and protest rights provided in Water Code sections 20204 through 20206.

PASSED AND ADOPTED this 10th day of August, 2026, by the Board of Directors of the Novato Sanitary District by the following vote:

AYES: Members: _____

NOES: Members: _____

ABSENT: Members: _____

A. Gerald Peters,
President of the Board of Directors
Novato Sanitary District

ATTEST:

Sandeep Karkal
District Secretary, Novato Sanitary District

Approved as to Form:

Rachel Hundley
District Counsel, Novato Sanitary District

Novato Sanitary District

■ BOARD POLICY

POLICY TITLE: Board Compensation

POLICY NUMBER: 4105

4105.1 Purpose. The purpose of this Policy is to establish the compensation payable to each Director and adopt, as the District's written policy under Government Code section 53232.1, the events for which a Board Member may receive compensation.

4105.2 Definitions. As used in this Policy:

- (a) **Authorized Conference** means the California Association of Sanitation Agencies ("CASA") Annual Conference; the CASA Winter Conference; and any other conference designated by the Board.
- (b) **Day of Service** means a single calendar day on which a Board Member attends one or more Compensable Events, as defined in Section 4105.4.

4105.3 Board Member Compensation.

- (a) **Rate of Compensation.** The Board Member compensation rate shall be two hundred fifty dollars (\$250.00) per Day of Service. This rate is the maximum amount authorized and shall remain in effect until modified or repealed by the Board.
- (b) **Monthly Limit.** No Board Member shall receive compensation for more than a total of six (6) Days of Service in any calendar month.

4105.4 Compensable Events. A Board Member shall be compensated for attending or rendering service at the following events (each, a "Compensable Event"):

- (a) Meetings of the legislative body (Board meetings);
- (b) Meetings of District Standing Committees and Regular Committees;
- (c) Meetings of Ad Hoc Committees as assigned by the Board President;
- (d) Meetings of any regional, interagency, or similar body to which the attending Board Member has been formally appointed by the Board to represent the District;
- (e) Attendance at an Authorized Conference, which shall constitute one (1) Day of Service per Authorized Conference, regardless of the number of days attended or the duration of the conference; and
- (f) Other District-business-related activities pre-approved by the Board.

4105.5 Election to Decline Compensation. A Board Member may decline compensation due under the Policy.

4105.6 Adoption; Amendment. This Policy was adopted by Ordinance No. 125 and may be amended or rescinded only by ordinance.