



AGENDA REPORT

From: Authority Manager
Report Type: Action Item
Lead Department: Manager's Office
Meeting Date: May 14, 2026

SUBJECT

Consider Compensation Adjustment for Authority Manager for FY 2026-2027

RECOMMENDATION

That the board consider compensation adjustments for the authority manager and direct general counsel to memorialize any adjustments in a written contract amendment to the authority manager employment agreement.

BACKGROUND

Pursuant to section 6., performance reviews; compensation adjustment, of the authority manager's employment agreement (signed June 12, 2025), the Commission considers compensation for the authority manager following his annual evaluation. The Manager's current salary is Four Hundred Ten Thousand Four Hundred Eighty-One Dollars (\$410,481), payable in installments at the same time as other employees of the Authority.

In recognition of Mr. Zucca's performance during his first year as Authority Manager, including the demonstration of his ability to manage known, anticipated, and unanticipated events this year and through his hiring, and utilization of, a highly competent and professional staff, the Commission may propose modification to the Authority Manager's Employment Agreement to provide an adjustment to Mr. Zucca's compensation.

DISCUSSION

The Commission of Silicon Valley Clean Water evaluated the Authority Manager's performance during FY 2025-26 and will provide a full evaluation during Closed Session. In addition, the Commission will provide direction to the Chair, as Labor Negotiator, to finalize a compensation adjustment with Mr. Zucca. Following labor negotiations, the Chair will state on the record the compensation change, if any. Furthermore, the Commission will direct the General Counsel to memorialize any changes to the Employment Agreement through a written amendment.

CLIMATE EFFECTS

There are no climate effects resulting from this action.

FINANCIAL IMPACTS

Staff anticipate costs associated with the recommended compensation adjustment will be within adopted fiscal year 2026-27 budgeted levels.

ENVIRONMENTAL REVIEW

This Agenda Report does not meet the California Environmental Quality Act's definition of a project, pursuant to Public Resources Code Section 21065 and CEQA Guidelines Section 15378(b)(4) and (5), because it is a governmental fiscal and administrative activity which will not cause a direct or indirect physical change in the environment.

ATTACHMENTS

None

PREPARED BY

Matthew Zucca, PE
Authority Manager