

# Exhibit to Agenda Item #1

Approve SMUD's amended **2026 Pay Schedule and Other Pay Compensation Policy.**

Board Finance & Audit Committee and Special SMUD Board of Directors Meeting  
Tuesday, May 19, 2026, scheduled to begin at 6:00 p.m.

SMUD Headquarters Building, Auditorium

# 2026 Salary Schedule Update

- Organization of SMUD Employees (OSE) and SMUD ratified a Memorandum of Understanding (MOU) which includes wages for 2026-2029.
- International Brotherhood of Electrical Workers (IBEW) and SMUD ratified an MOU which includes wages for 2026-2028.
- Both the OSE and IBEW MOUs were ratified after the 2026 salary schedule was approved by the Board on December 11, 2025.
- Professional, Administrative & Supervisory (PAS), Management and Confidential employees were provided a 3.5% Structure Adjustment in December 2025; this was revised to 4% in April 2026.
- The revised 2026 Board approved salary schedule is updated to include ratified OSE, IBEW, PAS/Management & Confidential wages for CalPERS reporting purposes.

# Action Request

Approve SMUD's amended 2026 Pay Schedule and Other Pay Compensation Policy.