



Ethics, Organization, and Personnel Committee

Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Item 7-10

November 13, 2023

Item #7-10
Approve
Employee Salary
Schedule
Pursuant to
CalPERS
Regulations

Subject

Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Purpose

Pursuant to the California Code of Regulations, Section 570.5, Metropolitan's Board of Directors is required to approve an annual Salary Schedule, meeting specific requirements as outlined in the Code.

Recommendation and Fiscal Impact

There is no fiscal impact associated with this board action

Unbudgeted

Purpose and Background

- Metropolitan's Board is required by CalPERS to annually approve and adopt a salary schedule.
- Doing so does not amend or revise Memoranda of Understanding (MOUs), which have already been approved by the Board.

Governing Authority

- California Code of Regulations, Section 570.5
- Pay rate for calculating pensions specifically limited to amount listed on a pay schedule
- Pay schedule must
 - Be approved and adopted by the Board
 - Identify the position title for every employee
 - Show the pay rate for each identified position
 - Indicate the effective date
 - Meet public posting requirements

Changes to Salary Schedule for 2023

- Implements changes from the Board-approved MOUs
- Implements Board-approved salary changes for Department Heads
- Implements any newly created job titles/classifications

Board Options

- Option #1
Approve the attached salary schedule
- Option #2
Do not approve the salary schedule

Staff Recommendation

- Option #1

