



Organization, Personnel and Effectiveness Committee

Approve the Metropolitan Water District of Southern California's Salary Schedules Pursuant to CalPERS Regulations

Item 7-10

June 8, 2026

Presented by: Brandon Patrick

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Approve the Metropolitan Water District of Southern California's salary schedules 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

Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations.

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 Schedules

- 04/26/2026: Adds Assistant UAV Systems Specialist, Senior UAV Systems Specialist, and Principal UAV Systems Specialist job descriptions.
- 06/21/2026: Updates salary schedule with the 4% cost-of-living adjustment for all represented and unrepresented job descriptions. Does not include any changes for the Department Heads – General Manager, General Counsel, General Auditor, and Ethics Officer.

Board Options

- Option #1
Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations.
- Option #2
Do not approve the salary schedules

Staff Recommendation

- Option #1
Approve the Metropolitan Water District of Southern California's salary schedules pursuant to CalPERS regulations.

