



Organization, Personnel and Effectiveness Committee

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

Item 8-7

July 13, 2026

Presented by: Mark Brower

Item 8-7 Salary Schedules Pursuant to CalPERS Regulations

Subject

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

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

- Adds the Strategic Initiatives Policy Advisor

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 Metropolitan Water District of Southern California's Salary schedules pursuant to CalPERS regulations.

Staff Recommendation

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

