



Organization, Personnel and Effectiveness Committee

Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Item 7-6

November 18, 2025

Subject

Approve Employee Salary Schedule Pursuant to CalPERS Regulations

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Purpose

- 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

- 6/25/2023: Applies Board approved Supervisors' Association contract agreement to move their salary schedule to the same salary schedule as the other bargaining units.
- 6/23/2024: Applies Board approved Supervisors' Association contract agreement to move their salary schedule to the same salary schedule as the other bargaining units.
- 6/22/2025:
 - Adds Board approved Unrepresented Assistant Ethics Officer.
 - Changes title of ACE represented Assistant Ethics Officer to Senior Deputy Ethics Officer.

Changes to Salary Schedules

- 10/26/2025: Applies new Board approved job descriptions and salary from the Supervisors' Association classification study.
- 11/3/2025: Adds new General Manager salary

Board Options

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

Staff Recommendation

- Option #1
Approve the attached salary schedules.

