



Organization, Personnel and Effectiveness Committee

Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Item 7-10

April 7, 2025

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 2025

- 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 schedules

Option #2

Do not approve the salary schedule

Staff Recommendation

- Option #1
Approve the attached salary schedules.

