



Organization, Personnel and Effectiveness Committee

# Approve Employee Salary Schedules Pursuant to CalPERS Regulations

Item 7-3

April 13, 2026

Presented by: Brandon Patrick

# Approve Employee Salary Schedules

## 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, Title 2 Section 570.5, Metropolitan's Board of Directors is required to approve an annual Salary Schedule, meeting specific requirements as outlined in the Code.

## 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, Title 2 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

- 12/21/2025: Changes salary grade of Unrepresented Board Executive Secretary from 72 to 74.
- 03/15/2026: Adds Unrepresented Executive Advisor and Board Executive Officer job description at salary grade 90.

# 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.

