



Legal and Claims Committee

Approve Amendments to
Administrative Code to:

- Conform to State Law
- Provide Benefits to Unrepresented Employees
- Authorize the General Manager to Adjust Unrepresented Employees Salary and Benefits

Item 7-8

March 12, 2024

Item 7-8

Subject

Authorize amendments to the MWD Administrative Code to conform to state law, provide benefits to unrepresented employees and authorize the general manager to adjust unrepresented employees' salaries consistent with management unit

Purpose

Provide unrepresented employees with salary and benefits consistent with the management unit; conform administrative code to state law

Recommendation and Fiscal Impact

Approve amendments to the MWD Administrative Code
Fiscal impact: Up to \$400,000 annually

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Providing Benefits

Section 6520

- Provides exempt time off and other benefits for unrepresented employees
- Corresponding with MAPA's benefits
- Currently and going forward

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Reproductive Loss Leave

Section 6268

- Provides for state-mandated benefit
- Reproductive loss leave
- Failed adoptions and miscarriages
- 5-days unpaid leave

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Authorize the General Manager to provide unrepresented employees with salary adjustments equivalent to those approved for MAPA

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Updates to Current Benefits

For Unrepresented Employees

- 6521 – Retirement contributions
- 6523 – Dental insurance limits
- 6524 – Tuition reimbursement limits
- 6525 – Term life insurance limits
- 6531 – Long-term disability rules
- 6532 – Professional development
- 6535 – Wellness program reimbursements
- 6536 – Exempt Time Off

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Board
Options

Option # 1

Approve amendments to the Metropolitan Water District Administrative Code to provide an exempt time off benefit for unrepresented employees, create a new reproductive loss leave benefit, and to conform personnel regulations for unrepresented employees to current practices and regulations; and authorize the General Manager to adjust unrepresented salaries to conform with the equity wage and cost-of-living adjustments provided to Metropolitan's management unit.

Option #2

Do not approve the proposed amendments to the Metropolitan Water District Administrative Code

