



OP&T Committee

Vacant, Chair
T. McCoy, Vice Chair
S. Blois
M. Camacho
G. Cordero
S. Faessel
A. Fellow
F. Jung
R. Lefevre
J. Morris
A. Ortega
G. Peterson
T. Smith
S. Tamaribuchi
H. Williams

**Organization, Personnel and
Technology Committee**

Meeting with Board of Directors *

January 11, 2022

10:30 a.m.

Teleconference meetings will continue through the end of the year. Live streaming is available for all board and committee meetings on mwdh2o.com ([Click Here](#))

A listen only phone line is also available at 1-800-603-9516; enter code: 2176868#. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference only. To participate call (404) 400-0335 and enter Code: 9601962.

**Tuesday, January 11, 2022
Meeting Schedule**

**08:30 a.m. - L&C
10:30 a.m. - OP&T
11:30 a.m. - Break
12:00 p.m. - BOD**

* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))

**** CONSENT CALENDAR ITEMS -- ACTION ****

2. CONSENT CALENDAR OTHER ITEMS - ACTION

- A. Approval of the Minutes of the Meeting of the Organization, Personnel and Technology Committee held November 9, 2021 [21-783](#)

Attachments: [01112022 OPT 2A Minutes.pdf](#)

3. CONSENT CALENDAR ITEMS - ACTION

- 7-3** 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 [21-745](#)

Attachments: [01112022 OPT 7-3 B-L.pdf](#)
[01112022 OPT 7-3 Presentation.pdf](#)

**** END OF CONSENT CALENDAR ITEMS ****

4. OTHER BOARD ITEMS - ACTION

None

5. BOARD INFORMATION ITEMS

- 9-2** Update on Public Agency Partnership to Increase Opportunities for Underserved and Underrepresented Businesses [21-743](#)

Attachments: [01112022 OPT 9-2 B-L.pdf](#)
[01112022 OPT 9-2 Presentation.pdf](#)

6. COMMITTEE ITEMS

- a.** Update on Status of Recommendations from Independent Review of Workplace Concerns [21-784](#)

Attachments: [01112022 OPT 6a Presentation.pdf](#)

- b.** Ethics Officer briefing on EEO investigations conducted by Shaw Law Group [21-788](#)

- c.** Labor Negotiations Update [21-785](#)
 [Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representatives: Diane Pitman, Human Resources Group Manager, Stephen Lem, HR Section Manager of Labor Relations. Employee organizations: The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902 and the Supervisors Association]

7. MANAGEMENT REPORTS

- a.** Human Resources Manager's Report [21-786](#)

- b. Information Technology Manager's Report

[21-787](#)

Attachments: [01112022 OPT 7b Presentation.pdf](#)

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Agendas for the meeting of the Board of Directors may be obtained from the Board Executive Secretary. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <http://www.mwdh2o.com>.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

ORGANIZATION, PERSONNEL AND TECHNOLOGY COMMITTEE

November 09, 2021

Vice Chair McCoy called the teleconference meeting to order at 10:36 a.m.

Members present: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, Ortega, G. Peterson, Smith, Tamaribuchi and Williams.

Members absent: Directors Hogan

Other Board Members present: Directors Abdo, Ackerman, Apodaca, Atwater, Blois, Butkiewicz, De Jesus, Dennstedt, Dick, Erdman, Goldberg, Gray, Hawkins, Kurtz, Lefevre, Pressman, Ramos, Record and Sutley.

Committee Staff present: H. Beatty, Chapman, Eckstrom, Hagekhalil, Kasaine, Munoz Marroquin, Pitman, and H. Torres.

1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION

None

CONSENT CALENDAR OTHER ITEMS — ACTION
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2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Approval of the Minutes of the meeting of the Organization, Personnel and Technology Committee held October 11, 2021.

3. CONSENT CALENDAR ITEMS – ACTION

- 7-14 Subject: Authorize an increase of \$985,000 to an agreement with PlanNet, LLC for a new not-to-exceed amount of \$2.885 million for professional services in support of the Datacenter Modernization Relocation project; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Motion: Authorize an increase of \$985,000 to an agreement with PlanNet, LLC for a new not-to-exceed amount of \$2.885 million for professional services in support of the Datacenter Modernization Relocation project.

Presented by: Alex Encarnacion, Unit Manager – IT Program Management Office

Mr. Encarnacion provided an overview of existing contract and requested approval for additional funding for additional work.

Director Ortega submitted written questions regarding item 7-14.

The following Directors provided comments or asked questions

1. Ortega

Staff responded to the Directors questions and comments.

Director Morris made a motion, seconded by Director Peterson to approve the consent calendar consisting of item 2A, and 7-14.

The vote was:

Ayes: Directors Blois, Camacho, Cordero, Faessel, Fellow, Jung, Lefevre, McCoy, Morris, Ortega, G. Peterson, Smith, Tamaribuchi and Williams.

Noes: None

Abstentions: None

Absent: Directors Hogan

The motion passed by a vote of 14 ayes, 0 noes, 0 abstention, and 1 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS - ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

- a. Subject: Update on Status of Recommendations from Independent Review of Workplace Concerns

Presented by: Katano Kasaine, Assistant General Manager, CFO

Ms. Kasaine provided an overview of the update of the Independent Review of Workplace Concerns.

- b. Subject: Diversity, Equity, and Inclusion Council Update

Presented by: Olivia Freeman, Team Manager-Professional Contracting Services

Ms. Freeman provided an update on the activity of the Diversity, Equity and Inclusion council.

The following Directors provided comments or asked questions

1. Ortega

Staff responded to the Directors questions and comments.

- c. Subject: Business Outreach 2020-21 Annual Report

Presented by: John Arena, Section Manager- Business Outreach

Mr. Arena provided a recap of 2020 fiscal year and highlights of the Business Outreach program.

- d. Subject: Labor Negotiations Update
[Conference with labor negotiators; to be heard in closed session pursuant to Gov. Code Section 54957.6. Metropolitan representatives: Diane Pitman, Human Resources Group Manager, Stephen Lem, HR Section Manager of Labor Relations. Employee organizations: The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902 and the Supervisors Association]

Presented by: Stephen Lem, Human Resources Section Manager

No action was taken in closed session.

7. MANAGEMENT REPORT

- a. Human Resource's Manager Report

None.

- b. Information Technology Manager's Report

Item deferred to December.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

Next meeting will be held on December 13, 2021

Meeting adjourned at 12:22 p.m.

Tana McCoy
Vice Chair



- **Board of Directors**

Organization, Personnel and Technology Committee

1/11/2022 Board Meeting

7-3

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

Executive Summary

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

Details

Background

Pursuant to CalPERS regulations, California Code of Regulations, Section 570.5, employee salaries must be delineated in a salary schedule that meets the following requirements:

1. Approved and adopted by the employer's governing body according to the requirements of applicable public meeting laws.
2. Identifies the position title for every employee position.
3. Shows pay rate for each identified position, which may be stated as a single amount or amounts within a range.
4. Indicates the time base.
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.
6. Indicates an effective date and date of any revisions.
7. Is retained by the employer and available for public inspection for not less than five years.
8. Does not reference another document in lieu of disclosing the pay rate.

To comply with these requirements, The Metropolitan Water District of Southern California's Salary Schedules for the following dates are attached for the Board's approval.

Effective date:

- June 27, 2021 (**Attachment 1**)

The approval of these salary schedules will ensure Metropolitan's compliance with the Code, the negotiated MOU's, and Administrative Codes. This will also ensure employee's retirement calculations will be based on the appropriate rate of pay.

Policy

Metropolitan Water District Administrative Code Section 6207: Positions Authorized

Metropolitan Water District Administrative Code Section 6208: Pay Rate Administration

Metropolitan Water District Administrative Code Section 6500: Hourly Pay Rate Schedule

Metropolitan Water District Administrative Code Section 11104: Delegations of Responsibilities

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because the proposed action will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment and involves continuing administrative activities, such as general policy and procedure making (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not defined as a project under CEQA because it involves the creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

CEQA determination for Option #2:

None required

Board Options

Option #1

Approve the attached salary schedules pursuant to CalPERS regulations.

Fiscal Impact: There is no fiscal impact associated with this board action.

Business Analysis: If approved, Metropolitan will be in compliance with California Code of Regulations, Section 570.5 and the negotiated MOU's.

Option #2

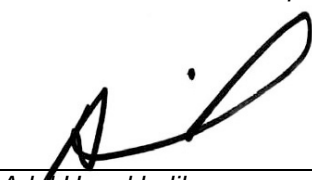
Do not approve the salary schedules.

Fiscal Impact: None

Business Analysis: If not approved, Metropolitan will not be in compliance with California Code of Regulations, Section 570.5 and the negotiated MOUs.

Staff Recommendation

Option #1

 Diane Pitman Human Resources Group Manager	12/27/2021 Date
 Adel Hagekhalil General Manager	12/27/2021 Date

Attachment 1 – Metropolitan Water District of Southern California Salary Schedule effective June 27, 2021

Metropolitan Water District of Southern California

Report ID: MHR828

SALARY SCHEDULE

Page No. 1

Run Date 12/20/2021

Run Time 09:15:51

Effective Date: 06/27/2021

Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
YA01	Accountant	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
VA01	Accounting Tech I	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
VA02	Accounting Tech II	034	\$ 31.18- 41.00	\$ 5,405- 7,107	\$ 64,854- 85,280	02
Z27	* Accounts Payable Administrator	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	04
Z69	* Accounts Receivable Adminstr	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	04
YA04	Admin Analyst	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	02
YC01	Admin Analyst I (C)	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	05
YC02	Admin Analyst II (C)	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	05
YC03	* Admin Analyst III (C)	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05
VA04	Admin Assistant I	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
VC01	Admin Assistant I (C)	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	05
VA05	Admin Assistant II	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
VC02	Admin Assistant II (C)	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	05
VA06	Admin Assistant III	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
VC03	Admin Assistant III (C)	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	05
UA04	Admin Secretary	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
PM034	* Agricultural Liaison	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
937	Aircraft Pilot	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	03
TA12	Aqueduct & Power Dispatcher	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
T11	Aqueduct Pump Specialist	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	02
YC62	* Assistant Ethics Officer	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	05
YA08	Assoc Biologist	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA16	Assoc Chemist	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YC18	* Assoc Dpty General Counsel (C)	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
YA26	Assoc Engineer	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	02
YA30	Assoc Environmental Specialist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA51	Assoc IT Proj Contr Specialist	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
YA71	Assoc Limnologist	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA76	Assoc Microbiologist	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA84	Assoc Proj Controls Specialist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA97	Assoc Resource Specialist	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	02
WC02	Assoc Security Specialist (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
YA100	Assoc Water Quality Specialist	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA07	Asst Biologist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YC63	* Asst Board Administrator	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YA15	Asst Chemist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA24	Asst Engineer I	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA25	Asst Engineer II	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	02
YA28	Asst Env Specialist I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA29	Asst Env Specialist II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
Z12	* Asst GM Strategic Wtr Initiatv	093	\$119.44-163.17	\$20,703-28,283	\$248,435-339,394	01
985	* Asst General Auditor	081	\$ 86.25-117.85	\$14,950-20,427	\$179,400-245,128	01
032	* Asst General Counsel	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z55	* Asst General Counsel (C)	078	\$102.89-134.92	\$17,834-23,386	\$214,011-280,634	05
024	* Asst General Manager/CAO	093	\$119.44-163.17	\$20,703-28,283	\$248,435-339,394	01
Z14	* Asst General Manager/CEO	093	\$119.44-163.17	\$20,703-28,283	\$248,435-339,394	01
006	* Asst General Manager/CFO	093	\$119.44-163.17	\$20,703-28,283	\$248,435-339,394	01
002	* Asst General Manager/COO	094	\$122.68-167.68	\$21,265-29,065	\$255,174-348,774	01
Z02	* Asst Group Manager	085	\$ 96.13-131.31	\$16,663-22,760	\$199,950-273,125	01
YA50	Asst IT Proj Contrl Specialist	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
YA70	Asst Limnologist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA75	Asst Microbiologist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA83	Asst Proj Controls Specialist	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
YA95	Asst Resource Specialist I	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA96	Asst Resource Specialist II	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
Z04C	* Asst Section Manager II (C)	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	05
TA15	Asst System Operator	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
Z95	* Asst Treasurer	057	\$ 58.60- 76.59	\$10,157-13,276	\$121,888-159,307	04
Z52	* Asst Unit Mgr-Conveyance&Distr	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
YA99	Asst Water Quality Specialist	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
Z32	* Audit Administrator	073	\$ 69.47- 94.87	\$12,041-16,444	\$144,498-197,330	01
Z29	* Bay-Delta Initiatives Manager	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z68	* Bay-Delta InitiativesPolicyMgr	085	\$ 96.13-131.31	\$16,663-22,760	\$199,950-273,125	01
YA09	Biologist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
Z64	* Board Administrator	072	\$ 67.61- 92.39	\$11,719-16,014	\$140,629-192,171	01
U04	* Board Executive Secretary	066	\$ 57.67- 78.63	\$ 9,996-13,629	\$119,954-163,550	01
YC06	* Board Specialist (C)	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05
Z65	* Budget and Treasury Manager	081	\$ 86.25-117.85	\$14,950-20,427	\$179,400-245,128	01
Z09	* Business Outreach Manager	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
YA12	Buyer I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02

Metropolitan Water District of Southern California

Report ID: MHR828

SALARY SCHEDULE

Page No. 2

Run Date 12/20/2021

Run Time 09:15:51

Effective Date: 06/27/2021

Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
YA13	Buyer II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YA17	Chemist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
SA06	Chief Cook	024	\$ 23.62- 31.18	\$ 4,094- 5,405	\$ 49,130- 64,854	02
Y08	* Chief Deputy General Counsel	085	\$ 96.13-131.31	\$16,663-22,760	\$199,950-273,125	01
YC21	* Chief Dpty General Counsel (C)	074	\$ 92.39-121.05	\$16,014-20,982	\$192,171-251,784	05
XA47	Chief Photographer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA65	Chief Videographer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
122	Chief of Party	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	03
Z42	* Class & Comp Manager	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	05
SA04	Commercial Truck Driver A	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
SA05A	Commercial Truck Driver B	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
XA01A	Construction Inspector I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA02A	Construction Inspector II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA03A	Construction Inspector III	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA04A	Construction Inspector IV	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
XA05A	Construction Inspector V	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	02
Z36	* Controller	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	05
T04	Conveyance&Distrbtn Specialist	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
XA06	Crane Certification Tech I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA07	Crane Certification Tech II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA09	Cross Connection Technician	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
PM030	* Debt Management Specialist	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
YA20	Deputy Auditor I	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
YA21	Deputy Auditor II	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
YA22	Deputy Auditor III	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
Z57	* Deputy General Auditor	077	\$ 77.36-105.72	\$13,409-18,325	\$160,909-219,898	01
YC19	* Deputy General Counsel (C)	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
VA07	Deputy Treasurer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA11	Designer I	032	\$ 29.51- 38.81	\$ 5,115- 6,727	\$ 61,381- 80,725	02
XA12	Designer II	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
XA13	Designer III	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
Z41	* Director of Info Tech Services	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
T14	Diver-Inland Commercial	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YC61	* DptyEthicsOfcr Adv,Comp&Policy	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
YC60	* DptyEthicsOfcr Inv,Outrch&Educ	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
Z25	* EEO Manager	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	05
YC25	EHS Field Specialist I (C)	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	05
YC26	EHS Field Specialist II (C)	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05
YC27	EHS Field Specialist III (C)	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	05
T12	Electrical Specialist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
168	* Electronic Tech Supervisor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
YC42	* Employee Relations Specialist	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
YA27	Engineer	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	02
XA20A	Engineering Tech I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA21A	Engineering Tech II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA22A	Engineering Tech III	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA31	Environmental Specialist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
Z59	* Equal Emp Compliance&Policy Co	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
Z16	* Ethics Officer	FR			\$247,000	00
YC35	* Ethics Policy Analyst	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
VC04	Executive Assistant I (C)	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	05
VC05	Executive Assistant II (C)	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	05
VC13	* Executive Assistant to the GC	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
VC14	* Executive Assistant to the GM	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
021	* Executive Legislative Rep	081	\$ 86.25-117.85	\$14,950-20,427	\$179,400-245,128	01
Z56	* Executive Legislative Rep (C)	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	05
061	* Executive Secretary	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	04
017	* Executive Strategist	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	05
SA07	Facilities Maint Assistant	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
TA14	Facilities Maint Mechanic	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA32	Fleet Coordinator	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
VA17	Fleet Dispatch Coordinator	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
VA16	Fleet Dispatcher	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
041	* General Auditor	FR			\$287,373	00
031	* General Counsel	FR			\$358,363	00
706	General Maintenance Asst	021	\$ 21.78- 28.68	\$ 3,775- 4,971	\$ 45,302- 59,654	02
001	* General Manager	FR			\$434,990	00
YC22	* Government&Regional Aff Rep(C)	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	05
YA37	Graphic Arts Designer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA24	Graphic Technician I	034	\$ 31.18- 41.00	\$ 5,405- 7,107	\$ 64,854- 85,280	02

Metropolitan Water District of Southern California

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
XA25	Graphic Technician II	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA26	Graphic Technician III	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
SA08	Grounds Maintenance Worker	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
Z01	* Group Manager	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z60	* Group Manager-Engineering Svcs	089	\$107.10-146.42	\$18,564-25,379	\$222,768-304,554	01
Z58	* Group Manager-External Affairs	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z54	* Group Manager-Human Resources	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z66	* Group Manager-Info Technology	088	\$104.27-142.46	\$18,073-24,693	\$216,882-296,317	01
Z61	* Group Manager-Real Property	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z62	* Group Manager-Water Resrc Mgmt	088	\$104.27-142.46	\$18,073-24,693	\$216,882-296,317	01
Z63	* Group Manager-Water System Ops	089	\$107.10-146.42	\$18,564-25,379	\$222,768-304,554	01
VC06	HR Assistant I (C)	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	05
VC07	HR Assistant II (C)	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	05
VC08	HR Assistant III (C)	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	05
UMA03	* HR Strategic Partner	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
Z40	* HRIS Manager	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	05
YC30	Human Resources Analyst I (C)	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	05
YC31	Human Resources Analyst II (C)	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	05
YC32	* Human Resources Analyst III(C)	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05
VC09	Human Resources Coordinator	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	05
Z22	* Human Resources Manager I	075	\$ 73.26-100.14	\$12,698-17,358	\$152,381-208,291	01
Z23	* Human Resources Manager II	078	\$ 79.47-108.59	\$13,775-18,822	\$165,298-225,867	01
Z24	* Human Resources Manager III	081	\$ 86.25-117.85	\$14,950-20,427	\$179,400-245,128	01
Z03D	* Human Resources Section Mgr	080	\$ 83.90-114.69	\$14,543-19,880	\$174,512-238,555	01
T08	Hydroelectric Specialist I	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
T05	Hydroelectric Specialist II	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
530	* Hydroelectric Supervisor	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
Y12	* IT Architect-Enterpr Software	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
YA106	IT Business Analyst I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA107	IT Business Analyst II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA108	IT Business Analyst III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
XA27A	IT Communication Tech I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA28A	IT Communication Tech II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA29A	IT Communication Tech III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA38	IT Enterprise App Analyst I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA39	IT Enterprise App Analyst II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA40	IT Enterprise App Analyst III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA33	IT GIS Analyst I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA34	IT GIS Analyst II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA35	IT GIS Analyst III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA42	IT Infrastructure Adminstr I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA43	IT Infrastructure Adminstr II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA44	IT Infrastructure Adminstr III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA46	IT Network Engineer I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA47	IT Network Engineer II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA48	IT Network Engineer III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA52	IT Project Controls Specialist	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	02
YA54	IT Quality Analyst I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA55	IT Quality Analyst II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA56	IT Quality Analyst III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
PM032	* IT Service Manager	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
YA58	IT Software Developer I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA59	IT Software Developer II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA60	IT Software Developer III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
Y05	* IT Specialist -Disaster Recvry	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
XA31A	IT Support Analyst I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
XA32A	IT Support Analyst II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
XA33A	IT Support Analyst III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
YA62	IT System Administrator I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA63	IT System Administrator II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA64	IT System Administrator III	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
Y18	* Info Gov&Ent Content Mgmt Spec	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
YC11	Info Tech Analyst I (C)	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	05
YC12	Info Tech Analyst II (C)	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	05
YC13	* Info Tech Analyst III (C)	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	05
Y14	* Info Technology Architect	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
Y06	* Inland Feeder Projects Admintr	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
Y10	* Inspection Trip Manager	061	\$ 65.25- 85.23	\$11,310-14,773	\$135,720-177,278	04
Y17	* Inspection Trip Specialist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
184	Inspector IV	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	03

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
XA16	Instrumnt&Cntrl Tech I	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
XA17	Instrumnt&Cntrl Tech II	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
XA18	Instrumnt&Cntrl Tech III	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	02
XA19	Instrumnt&Cntrl Tech Specialist	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
716	Inventory Coordinator	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	03
PM033	* Investment Mgmt Specialist	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
XA35A	Lab Info Systems Specialist I	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
XA36A	Lab Info Systems Specialist II	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
UA16	Laboratory Assistant I	025	\$ 24.35- 32.09	\$ 4,221- 5,562	\$ 50,648- 66,747	02
UA17	Laboratory Assistant II	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
XA40	Laboratory Technologist I	034	\$ 31.18- 41.00	\$ 5,405- 7,107	\$ 64,854- 85,280	02
XA41	Laboratory Technologist II	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
YA66	Land Surveyor	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
705	Landscape Maint Coordinator	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	03
XA42A	Landscape Maintenance Tech I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA43A	Landscape Maintenance Tech II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
VA08	Law Clerk	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
Z30	* Law Office Administrator (C)	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	05
YA67	Legal Analyst	044	\$ 41.00- 54.00	\$ 7,107- 9,360	\$ 85,280-112,320	02
VA09	Legal Assistant I	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
VA10	Legal Assistant II	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
VA11	Legal Assistant III	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
UC01	Legal Secretary I (C)	028	\$ 26.37- 34.79	\$ 4,571- 6,030	\$ 54,850- 72,363	05
UC02	Legal Secretary II (C)	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	05
YA104	Legal Technology Specialist	047	\$ 44.54- 58.60	\$ 7,720-10,157	\$ 92,643-121,888	02
Y09	* Legislative Representative	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	05
YA72	Limnologist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
T06	Lineman	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	02
SA09	Lodging Assistant I	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
SA10	Lodging Assistant II	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
UA08	Mailroom Assistant I	016	\$ 19.00- 25.00	\$ 3,293- 4,333	\$ 39,520- 52,000	02
UA09	Mailroom Assistant II	021	\$ 21.78- 28.68	\$ 3,775- 4,971	\$ 45,302- 59,654	02
UA10	Mailroom Assistant III	026	\$ 25.00- 32.98	\$ 4,333- 5,717	\$ 52,000- 68,598	02
620	Maintenance Mechanic I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
612	Maintenance Worker I	025	\$ 24.35- 32.09	\$ 4,221- 5,562	\$ 50,648- 66,747	02
613	Maintenance Worker II	029	\$ 27.16- 35.76	\$ 4,708- 6,198	\$ 56,493- 74,381	02
614	Maintenance Worker III	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
Z39	* Manager of Admin Services	070	\$ 83.00-108.59	\$14,387-18,822	\$172,640-225,867	05
Z70	* Manager of Bay-Delta Programs	082	\$ 88.56-121.05	\$15,350-20,982	\$184,205-251,784	01
Z33	* Manager of Colo RiverResources	086	\$ 98.77-134.92	\$17,120-23,386	\$205,442-280,634	01
Z35	* Manager of Financial Services	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	05
SM020	* Manager of Treasury&Debt Mgmt	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
M81	* Mgt Pr Admin Analyst	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	04
YA77	Microbiologist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
186	* Microcomputer Technology Supv	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
636	* O & M Supervisor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
S03P	+ O&M Tech I	028	\$ 26.37- 34.79	\$ 4,571- 6,030	\$ 54,850- 72,363	02
S03A	+ O&M Tech I	027	\$ 25.67- 33.84	\$ 4,449- 5,866	\$ 53,394- 70,387	02
S03	+ O&M Tech I	028	\$ 26.37- 34.79	\$ 4,571- 6,030	\$ 54,850- 72,363	02
S02A	+ O&M Tech II	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
S02P	+ O&M Tech II	032	\$ 29.51- 38.81	\$ 5,115- 6,727	\$ 61,381- 80,725	02
S02	+ O&M Tech II	032	\$ 29.51- 38.81	\$ 5,115- 6,727	\$ 61,381- 80,725	02
T10P	+ O&M Tech III	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
T10	+ O&M Tech III	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
T10A	+ O&M Tech III	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
T03A	+ O&M Tech IV	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
T03FS	+ O&M Tech IV	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
T03	+ O&M Tech IV	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA80	Oc Health Safety Specialist I	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
YA81	Oc Health Safety Specialist II	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA82	Oc Health Safety Specialist III	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
927	* Occ Safety & Health Spec	054	\$ 54.00- 70.66	\$ 9,360-12,248	\$112,320-146,973	04
UA11	Office Assistant	026	\$ 25.00- 32.98	\$ 4,333- 5,717	\$ 52,000- 68,598	02
Z53	* Operations Program Manager	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
SA11	Ops and Maintenance Assistant	021	\$ 21.78- 28.68	\$ 3,775- 4,971	\$ 45,302- 59,654	02
Z44	* Org Develop & Training Manager	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	05
Z28	* Payroll Administrator	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	04
XA45	Photographer I	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
XA46	Photographer II	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
XA48	Planner Scheduler	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02

Metropolitan Water District of Southern California

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
139	* Plant Laboratory Supervisor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
519	* Plant Operations Supervisor	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
Y20	* Postdoctoral Research Assoc	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	04
PM028	* Power Planning Specialist	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
YA03	Pr Accountant	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	02
YC56	* Pr Admin Analyst	066	\$ 57.67- 78.63	\$ 9,996-13,629	\$119,954-163,550	01
YA06	Pr Admin Analyst	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	02
YC05	* Pr Admin Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
Y16	* Pr Architect	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
216	* Pr Auditor	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
YC44	* Pr Benefits Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YA11	Pr Biologist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	02
245	* Pr Buyer	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	04
YA19	Pr Chemist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	02
YC50	* Pr Class & Comp Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
XA15	Pr Designer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YC48	* Pr EEO Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YC40	* Pr Emp Relations Specialist	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
115	* Pr Engineer	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
165	* Pr Engineering Technician	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
925	* Pr Environmental Spec	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
YC24	* Pr Government&Region AffRep(C)	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
YC52	* Pr HR Training Specialist (C)	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	05
YC46	* Pr HRIS Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
231	* Pr Info Tech Analyst	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	04
YC15	* Pr Info Tech Analyst (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YC64	* Pr Info Tech Network Engineer	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
Y07	* Pr Land Surveyor	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
YA69	Pr Legal Analyst	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	02
022	* Pr Legislative Representative	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	05
YA74	Pr Limnologist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	02
YA79	Pr Microbiologist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	02
YA105	Pr Project Controls Specialist	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	02
289	* Pr Public Affairs Rep	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
275	* Pr Real Estate Rep	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	04
YC54	* Pr Recruitment Specialist (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
933	* Pr Resource Specialist	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
223	* Pr Systems Analyst	054	\$ 54.00- 70.66	\$ 9,360-12,248	\$112,320-146,973	04
YC17	* Pr Training Administrator (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YC10	* Pr Training Specialist (C)	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	05
YA103	Pr Water Quality Specialist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	02
S01	Pre-Apprentice	017	\$ 19.55- 25.67	\$ 3,389- 4,449	\$ 40,664- 53,394	02
PM031	* Prgrm Mgr-Audit	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
PM021	* Prgrm Mgr-Bay-Delta Initiative	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM002	* Prgrm Mgr-Business Continuity	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PM027	* Prgrm Mgr-Business Outreach	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PMA02	* Prgrm Mgr-Community Relations	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
PM004	* Prgrm Mgr-Corporate Resources	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PM029	* Prgrm Mgr-Creative Design	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
PM005	* Prgrm Mgr-Dam Safety Initiatives	071	\$ 85.23-111.63	\$14,773-19,349	\$177,278-232,190	04
PM006	* Prgrm Mgr-Emergency Management	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
PM026	* Prgrm Mgr-Engineering	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
PM001	* Prgrm Mgr-Finance	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM007	* Prgrm Mgr-Fleet	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PM009	* Prgrm Mgr-Info Technology	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM013	* Prgrm Mgr-Power Sched&Trading	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PM014	* Prgrm Mgr-Press Office	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM022	* Prgrm Mgr-Real Property	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
PM015	* Prgrm Mgr-Regnl Recycled Water	071	\$ 85.23-111.63	\$14,773-19,349	\$177,278-232,190	04
PM023	* Prgrm Mgr-Safety&RegCompliance	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM017	* Prgrm Mgr-Water Resource	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
PM019	* Prgrm Mgr-Web	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
XA50	Production Planner	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
Z13D	* Program Manager I	068	\$ 60.77- 83.00	\$10,533-14,387	\$126,402-172,640	01
Z13E	* Program Manager II	071	\$ 65.83- 89.98	\$11,411-15,597	\$136,926-187,158	01
Z13F	* Program Manager III	074	\$ 71.39- 97.40	\$12,374-16,883	\$148,491-202,592	01
YA85	Project Controls Specialist	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
TA23	Property Maintenance Tech	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
YA87	Public Affairs Rep I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
YA88	Public Affairs Rep II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
TA21	Pump Plant Maint Operator I	032	\$ 29.51- 38.81	\$ 5,115- 6,727	\$ 61,381- 80,725	02
TA22	Pump Plant Maint Operator II	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
T01	Pump Plant Specialist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA90	Quality Assurance Officer	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	02
YA91	Real Estate Representative I	037	\$ 33.84- 44.54	\$ 5,866- 7,720	\$ 70,387- 92,643	02
YA92	Real Estate Representative II	042	\$ 38.81- 51.13	\$ 6,727- 8,863	\$ 80,725-106,350	02
YA93	Real Estate Representative III	046	\$ 43.30- 57.04	\$ 7,505- 9,887	\$ 90,064-118,643	02
UA12	Reprographics Technician I	023	\$ 23.02- 30.30	\$ 3,990- 5,252	\$ 47,882- 63,024	02
UA13	Reprographics Technician II	028	\$ 26.37- 34.79	\$ 4,571- 6,030	\$ 54,850- 72,363	02
UA14	Reprographics Technician III	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
YA98	Resource Specialist	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	02
Z03B	* Section Manager I (C)	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	05
Z03C	* Section Manager II (C)	069	\$ 80.78-105.72	\$14,002-18,325	\$168,022-219,898	05
SM005	* Section Mgr-Business Outreach	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM014	* Section Mgr-Conveyance&Distrbn	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	04
SM002	* Section Mgr-Customer&Comm Svcs	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM015	* Section Mgr-Engineering Svcs	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	04
SM009	* Section Mgr-Environ Planning	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM003	* Section Mgr-Legislative Svcs	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM004	* Section Mgr-Media Services	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM006	* Section Mgr-MembrSvc&PubOutrch	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM010	* Section Mgr-Ops Safety&Reg Srv	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM011	* Section Mgr-Ops Support Svcs	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM012	* Section Mgr-Power Ops&Planning	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM018	* Section Mgr-Real Property	071	\$ 85.23-111.63	\$14,773-19,349	\$177,278-232,190	04
SM007	* Section Mgr-Rev, Rates &Budget	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
SM019	* Section Mgr-Revenue & Budget	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM013	* Section Mgr-Water Ops&Planning	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM016	* Section Mgr-Water Quality	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	04
SM008	* Section Mgr-Water Resource Mgt	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	04
SM017	* Section Mgr-Water Treatment	073	\$ 89.98-117.85	\$15,597-20,427	\$187,158-245,128	04
WC01	Security Specialist (C)	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
V02	* Special Asst to the GM	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	05
Z16A	* Special Projects Manager	072	\$ 87.57-114.69	\$15,179-19,880	\$182,146-238,555	05
YA02	Sr Accountant	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
YA03	Sr Accounting Tech	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
YA05	Sr Admin Analyst	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	02
YC04	* Sr Admin Analyst (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
Y01	* Sr Architect	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
YC43	* Sr Benefits Analyst (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
YA10	Sr Biologist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
YC07	* Sr Board Specialist (C)	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	05
YA14	Sr Buyer	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA18	Sr Chemist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
YC49	* Sr Class & Comp Analyst (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
XA08	Sr Crane Certification Tech	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA10	Sr Cross Connection Tech	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
Z11	* Sr Dep Gen Counsel Lbr Reltns	079	\$ 81.67-111.63	\$14,156-19,349	\$169,874-232,190	01
YA23	Sr Deputy Auditor	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
XA14	Sr Designer	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
YC20	* Sr Dpty General Counsel (C)	071	\$ 85.23-111.63	\$14,773-19,349	\$177,278-232,190	05
YC47	* Sr EEO Analyst (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
YC28	* Sr EHS Field Specialist (C)	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	05
YC41	* Sr Emp Relations Specialist	054	\$ 54.00- 70.66	\$ 9,360-12,248	\$112,320-146,973	05
114	* Sr Engineer	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
XA23A	Sr Engineering Technician	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
924	* Sr Environmental Specialist	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
YC04A	* Sr Financial Analyst (C)	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
YC23	* Sr Government&Region AffRep(C)	057	\$ 58.60- 76.59	\$10,157-13,276	\$121,888-159,307	05
YC51	* Sr HR Training Specialist (C)	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	05
YC45	* Sr HRIS Analyst (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
YA109	Sr IT Business Analyst	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
XA30A	Sr IT Communication Technician	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	02
YA41	Sr IT Enterprise App Analyst	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
YA36	Sr IT GIS Analyst	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
YA45	Sr IT Infrastructure Adminstr	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
YA49	Sr IT Network Engineer	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
YA53	Sr IT Proj Controls Specialist	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	02
YA57	Sr IT Quality Analyst	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
YA61	Sr IT Software Developer	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
XA34A	Sr IT Support Analyst	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	02
YA65	Sr IT System Administrator	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	02
201	* Sr Info Systems Auditor	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	04
YC14	* Sr Info Tech Analyst (C)	052	\$ 51.13- 66.98	\$ 8,863-11,610	\$106,350-139,318	05
XA37A	Sr Lab Info Systems Specialist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
XA44A	Sr Landscape Maintenance Tech	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA68	Sr Legal Analyst	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	02
UC03	Sr Legal Secretary (C)	040	\$ 36.74- 48.38	\$ 6,368- 8,386	\$ 76,419-100,630	05
YA73	Sr Limnologist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
YA78	Sr Microbiologist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
928	* Sr Occup Safety & Health Spec	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
XA49	Sr Planner Scheduler	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA86	Sr Project Controls Specialist	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	02
YA89	Sr Public Affairs Rep	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YA94	Sr Real Estate Representative	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	02
YC53	* Sr Recruitment Specialist (C)	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	05
UA15	Sr Reprographic Technician	034	\$ 31.18- 41.00	\$ 5,405- 7,107	\$ 64,854- 85,280	02
155	* Sr Research Chemist	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
932	* Sr Resource Specialist	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
WC03	Sr Security Specialist	054	\$ 54.00- 70.66	\$ 9,360-12,248	\$112,320-146,973	03
XA56	Sr System Operations Tech	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
TA17	Sr System Operator	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA62A	Sr Technical Writer	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
YC16	* Sr Training Administrator (C)	051	\$ 49.67- 65.25	\$ 8,609-11,310	\$103,314-135,720	05
YC09	* Sr Training Specialist (C)	050	\$ 48.38- 63.51	\$ 8,386-11,008	\$100,630-132,101	05
YA102	Sr Water Quality Specialist	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
XA69	Sr Water Quality Technician	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
V01	* Staff Assistant to the GM	072	\$ 67.61- 92.39	\$11,719-16,014	\$140,629-192,171	01
Z43	* Staffing Manager	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	05
VA12	Storekeeper I	026	\$ 25.00- 32.98	\$ 4,333- 5,717	\$ 52,000- 68,598	02
VA13	Storekeeper II	031	\$ 28.68- 37.75	\$ 4,971- 6,543	\$ 59,654- 78,520	02
VA14	Storekeeper III	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
Y19	* Strategic Comm&Policy Advisor	081	\$ 86.25-117.85	\$14,950-20,427	\$179,400-245,128	01
PMA01	* Strategic Program Mgr, HR	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
Y13	Student Intern	016	\$ 14.67- 20.06	\$ 2,543- 3,477	\$ 30,514- 41,725	01
S04	Student Intern Desert	010	\$ 16.12- 21.18	\$ 2,794- 3,671	\$ 33,530- 44,054	02
UA18	Student Youth Intern	014	\$ 13.92- 19.00	\$ 2,413- 3,293	\$ 28,954- 39,520	01
260	* Supervising Admin Analyst	049	\$ 47.02- 61.85	\$ 8,150-10,721	\$ 97,802-128,648	03
XA51A	Survey and Mapping Tech I	036	\$ 32.98- 43.30	\$ 5,717- 7,505	\$ 68,598- 90,064	02
XA52A	Survey and Mapping Tech II	040	\$ 36.74- 48.38	\$ 6,368- 8,386	\$ 76,419-100,630	02
XA53A	Survey and Mapping Tech III	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA54A	Survey and Mapping Tech IV	053	\$ 52.54- 68.83	\$ 9,107-11,931	\$109,283-143,166	02
XA55	System Operations Technician	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
TA16	System Operator	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02
Z06A	* Team Manager I	055	\$ 55.52- 72.54	\$ 9,623-12,574	\$115,482-150,883	03
Z06B	* Team Manager II	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	03
Z06C	* Team Manager III	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	03
Z06D	* Team Manager IV	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
Z06R	* Team Manager IV (C)	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	05
Z06E	* Team Manager V	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	03
Z06S	* Team Manager V (C)	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
Z06F	* Team Manager VI	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	03
Z06G	* Team Manager VII	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	03
TM001	* Team Mgr-Admin Svcs Bus Mgmt	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM080	* Team Mgr-Budget	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	04
TM002	* Team Mgr-Business Applications	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM061	* Team Mgr-Business Intel System	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	04
TM003	* Team Mgr-Chemistry	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM079	* Team Mgr-Community Relations	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM005	* Team Mgr-Construction Mgmt I	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
TM004	* Team Mgr-Construction Mgmt II	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM064	* Team Mgr-ConstructionContracts	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM006	* Team Mgr-Control Systems Apps	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM007	* Team Mgr-Corrosion Control	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM078	* Team Mgr-Creative Design	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM008	* Team Mgr-Database	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM009	* Team Mgr-Design	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM073	* Team Mgr-Design Support	057	\$ 58.60- 76.59	\$10,157-13,276	\$121,888-159,307	04
TM072	* Team Mgr-Design Technology	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM013	* Team Mgr-Eng Compliance	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04

Metropolitan Water District of Southern California

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
TM012	* Team Mgr-Engineering Administr	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM014	* Team Mgr-Enterprise Apps	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM022	* Team Mgr-Enterprise GIS & CAD	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	04
TM015	* Team Mgr-EnterprsrWaterSysPrgrm	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM065	* Team Mgr-Environ Planning	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM016	* Team Mgr-Environ Prgrm Support	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM011	* Team Mgr-Ext Affairs Bus Mgmt	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM019	* Team Mgr-Facility Operations	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM018	* Team Mgr-Facility Planning	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM020	* Team Mgr-Field Survey	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM033	* Team Mgr-FinanceRpt&PlantAsset	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM021	* Team Mgr-Geodetics and Mapping	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM023	* Team Mgr-Graphic Design	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
TMA01	* Team Mgr-HR Business Support	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	05
TM024	* Team Mgr-Health&SafetyPrgrmSup	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM025	* Team Mgr-Hydraulics&SysMdlng	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM026	* Team Mgr-Hydroelectric	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM027	* Team Mgr-IT Administration	062	\$ 66.98- 87.57	\$11,610-15,179	\$139,318-182,146	04
TM074	* Team Mgr-IT Business Analysis	061	\$ 65.25- 85.23	\$11,310-14,773	\$135,720-177,278	04
TM077	* Team Mgr-IT Client Systems Spt	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
TM066	* Team Mgr-IT Prgrm Project Sppt	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM028	* Team Mgr-IT Quality Assurance	061	\$ 65.25- 85.23	\$11,310-14,773	\$135,720-177,278	04
TM010	* Team Mgr-IT Service Desk	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
TM067	* Team Mgr-Info Security	061	\$ 65.25- 85.23	\$11,310-14,773	\$135,720-177,278	04
TM046	* Team Mgr-InternalCntr&WaterInv	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM029	* Team Mgr-Inventory Control	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	04
TM075	* Team Mgr-Laboratory Support	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	03
TM068	* Team Mgr-LandPlanning&Managemt	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM031	* Team Mgr-Maint Engineering	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM032	* Team Mgr-Materials&Metallurgy	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
TM034	* Team Mgr-Microbiology	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM035	* Team Mgr-Operations App Svcs	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM036	* Team Mgr-Operations Compliance	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM076	* Team Mgr-Operations Planning	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM037	* Team Mgr-Ops Control Center	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM060	* Team Mgr-Power Ops& Scheduling	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM038	* Team Mgr-Procurement	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM039	* Team Mgr-Prof Contracting Svcs	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM040	* Team Mgr-Program Management	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
TM041	* Team Mgr-Project Support	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	04
TM063	* Team Mgr-Property Management	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM042	* Team Mgr-Pump Plant	061	\$ 65.25- 85.23	\$11,310-14,773	\$135,720-177,278	04
TM043	* Team Mgr-QltyAsrn&CompSampling	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM044	* Team Mgr-Real Prop Bus Mgmt	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM045	* Team Mgr-RecordsMgt&ImagingSvc	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM030	* Team Mgr-Reservoir Management	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM069	* Team Mgr-Resource Development	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM070	* Team Mgr-Resource Planning	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM062	* Team Mgr-Right of Way Acquistn	063	\$ 68.83- 89.98	\$11,931-15,597	\$143,166-187,158	04
TM047	* Team Mgr-Safety of Dams	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM017	* Team Mgr-Safety&RegSvcSiteSupt	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TMA02	* Team Mgr-SafetyRegTechTraining	060	\$ 63.51- 83.00	\$11,008-14,387	\$132,101-172,640	05
TM048	* Team Mgr-Security Management	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM049	* Team Mgr-Server Administration	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM050	* Team Mgr-Substructures	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM051	* Team Mgr-Supply Acquisition	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM053	* Team Mgr-Technical Control	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
TM054	* Team Mgr-Technical Writing	058	\$ 60.18- 78.63	\$10,431-13,629	\$125,174-163,550	04
TM055	* Team Mgr-Telecommunications	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
TM071	* Team Mgr-Treasury Operations	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM058	* Team Mgr-WRM Business Mgmt	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM059	* Team Mgr-WSO Business Mgmt	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	04
TM056	* Team Mgr-Warehouse	056	\$ 57.04- 74.61	\$ 9,887-12,932	\$118,643-155,189	04
TM057	* Team Mgr-Water Efficiency	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
XA57	Technical Illustrator I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA58	Technical Illustrator II	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA59A	Technical Writer I	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA60A	Technical Writer III	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA61A	Technical Writer IIII	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
YC55	* Training Administrator	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05

Metropolitan Water District of Southern California

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SALARY SCHEDULE

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
VC10	Training Assistant I	030	\$ 27.93- 36.74	\$ 4,841- 6,368	\$ 58,094- 76,419	05
VC11	Training Assistant II	034	\$ 31.18- 41.00	\$ 5,405- 7,107	\$ 64,854- 85,280	05
VC12	Training Assistant III	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	05
Y15	* Training Logistics Specialist	059	\$ 61.85- 80.78	\$10,721-14,002	\$128,648-168,022	03
YC08	* Training Specialist (C)	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	05
ASM01	* Treasurer	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
VA15	Treasury Administrator	039	\$ 35.76- 47.02	\$ 6,198- 8,150	\$ 74,381- 97,802	02
Z05E	* Unit Manager V	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
Z05J	* Unit Manager V (C)	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
UM001	* Unit Mgr-Accounting	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM002	* Unit Mgr-Application Services	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
UM003	* Unit Mgr-Apprentice&TechTrain	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
UM004	* Unit Mgr-Audit	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
UMA01	* Unit Mgr-Benefits Services	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
UM031	* Unit Mgr-Budget	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM030	* Unit Mgr-Chemistry	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UMA02	* Unit Mgr-ClassComp&Recruitment	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
UM005	* Unit Mgr-Construction Services	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM006	* Unit Mgr-Contracting Services	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM007	* Unit Mgr-Conveyance&Distribtn	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM008	* Unit Mgr-Document Services	064	\$ 70.66- 92.39	\$12,248-16,014	\$146,973-192,171	04
UM009	* Unit Mgr-Education	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM010	* Unit Mgr-Engineering Services	069	\$ 80.78-105.72	\$14,002-18,325	\$168,022-219,898	04
UM038	* Unit Mgr-Environmental Plng	069	\$ 80.78-105.72	\$14,002-18,325	\$168,022-219,898	04
UM011	* Unit Mgr-Facility Management	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
UM012	* Unit Mgr-Fleet Services	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
UM016	* Unit Mgr-IT Infrastructure	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM033	* Unit Mgr-IT Program Mgt Office	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
UM017	* Unit Mgr-IT Project Planning	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM032	* Unit Mgr-IT Security	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM013	* Unit Mgr-Implemnt Proj&Studies	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM014	* Unit Mgr-Imported Supply	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM015	* Unit Mgr-Info Security Svcs	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM037	* Unit Mgr-Laboratory Services	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM023	* Unit Mgr-Land Management	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
UM018	* Unit Mgr-Manufacturing Svcs	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM029	* Unit Mgr-Microbiology	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM019	* Unit Mgr-Ops Planning&Program	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM036	* Unit Mgr-Ops Proj & Asset Mgmt	069	\$ 80.78-105.72	\$14,002-18,325	\$168,022-219,898	04
UM021	* Unit Mgr-Planning and Acquistn	067	\$ 76.59-100.14	\$13,276-17,358	\$159,307-208,291	04
UM020	* Unit Mgr-Power&EquipReliability	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM040	* Unit Mgr-PowerCompl&Programs	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM035	* Unit Mgr-Rates,Charges&FinPlan	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM039	* Unit Mgr-Reporting	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	04
UM024	* Unit Mgr-Risk Management	065	\$ 72.54- 94.87	\$12,574-16,444	\$150,883-197,330	04
UM041	* Unit Mgr-Safety&Environ Svcs	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM034	* Unit Mgr-Security	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM025	* Unit Mgr-System Analysis	069	\$ 80.78-105.72	\$14,002-18,325	\$168,022-219,898	04
UM026	* Unit Mgr-System Operations	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM027	* Unit Mgr-Water Purification	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
UM028	* Unit Mgr-Water Treatment Plant	068	\$ 78.63-102.89	\$13,629-17,834	\$163,550-214,011	04
XA63	Videographer I	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
XA64	Videographer II	041	\$ 37.75- 49.67	\$ 6,543- 8,609	\$ 78,520-103,314	02
YA101	Water Quality Specialist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
XA66	Water Quality Technician I	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
XA67	Water Quality Technician II	038	\$ 34.79- 45.76	\$ 6,030- 7,932	\$ 72,363- 95,181	02
XA68	Water Quality Technician III	043	\$ 39.91- 52.54	\$ 6,918- 9,107	\$ 83,013-109,283	02
XA70A	Water Sampling Field Tech	033	\$ 30.30- 39.91	\$ 5,252- 6,918	\$ 63,024- 83,013	02
Z38	* Workers Compensation Manager	066	\$ 74.61- 97.40	\$12,932-16,883	\$155,189-202,592	05
T13	Wtr Treatment Plant Specialist	048	\$ 45.76- 60.18	\$ 7,932-10,431	\$ 95,181-125,174	02
TA18	Wtr Trtment Plant Operator I	035	\$ 32.09- 42.16	\$ 5,562- 7,308	\$ 66,747- 87,693	02
TA19	Wtr Trtment Plant Operator II	040	\$ 36.74- 48.38	\$ 6,368- 8,386	\$ 76,419-100,630	02
TA20	Wtr Trtment Plant Operator III	045	\$ 42.16- 55.52	\$ 7,308- 9,623	\$ 87,693-115,482	02

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SALARY SCHEDULE

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Run Date 12/20/2021

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Classification Code	Title	Salary Grade	Hourly Range	Monthly Range	Annual Range	Unit Code
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Unit Code

00 - Executive
 01 - Unrepresented
 02 - AFSCME Local 1902
 03 - Supervisors Association
 04 - Management&Professional Assoc
 05 - Assoc of Conf Employees

* Not Eligible for Overtime

O&M Tech Titles

+ O&M Tech I
 S03A (Grade 27): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 S03 (Grade 28): Electrical, HVAC, Machinist, Mechanical
 S03P (Grade 28 - Apprentice): Electrical, Mechanical
 + O&M Tech II
 S02A (Grade 31): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 S02 (Grade 32): Electrical, HVAC, Machinist, Mechanical
 S02P (Grade 32 - Apprentice): Electrical, Mechanical
 + O&M Tech III
 T10A (Grade 35): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 T10 (Grade 36): Electrical, HVAC, Machinist, Mechanical
 T10P (Grade 36 - Apprentice): Electrical, Mechanical
 + O&M Tech IV
 T03A (Grade 41): Carpenter, Coater, Equipment Operator, Fleet, Plumber, Welder-Fabricator
 T03 (Grade 42): Electrical, HVAC, Machinist, Mechanical
 T03FS (Grade 42): Welder-Fabricator/Field Services

End of Report



Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Organization, Personnel and Technology Committee

Item 7-3

January 11, 2022

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 2021

- Implements Board-approved salary changes for Department Heads
- Implements any newly created job titles or classifications

Options

- Option #1: Approve the salary schedule to conform with California Code of Regulations, Section 570.5
- Option #2: Do not approve the salary schedule

Staff Recommendation

- Option #1: Approve the updated salary schedule





- **Board of Directors**

Organization, Personnel and Technology Committee

1/11/2022 Board Meeting

9-2

Subject

Update on Public Agency Partnership to Increase Opportunities for Underserved and Underrepresented Businesses

Executive Summary

Metropolitan has been invited to join with four of the nation's leading infrastructure agencies on a new initiative to improve access for businesses from underserved communities. The goal of the project is to increase federal and state partnerships for infrastructure funding and financing, align and streamline administrative and certification processes, and increase opportunities to direct contracting for historically underutilized businesses.

Overview

In 2001, Metropolitan launched its Regional/Small Business Program based on federal Small Business Administration guidelines and as a response to Proposition 209 that eliminated California's race and gender-based business programs. In response to this change, Metropolitan has developed an aggressive and inclusive business outreach program that reinvested ratepayer dollars toward local economic development and recovery with business-to-business opportunities. The program has consistently met its board-established targets of 25 percent and has resulted in an economic investment of \$1.2 billion to small, local, minority, women, and disabled veteran-owned businesses in Southern California.

Phil Washington, formerly of the Los Angeles County Metropolitan Transit Authority and current CEO of Denver International Airport, has spearheaded a new program aimed at building generational wealth for disadvantaged business enterprises (DBE). The work would support Justice40 – a whole-of-government effort to ensure that federal agencies work with states and local communities to deliver at least 40 percent of the overall benefits from federal investments in climate and clean energy to disadvantaged communities – and the Biden 'administration's 1.5x DBE procurement goal.

Metropolitan, Chicago Transit Authority, Port of Long Beach, and Southeastern Pennsylvania Transportation Authority have been invited to be "first movers" in this initiative. Combined, these five agencies have an estimated \$19 billion in capital projects over the next decade, which will, in addition to federal investments, provide significant opportunities for underserved and underrepresented businesses.

On December 7, Metropolitan's Chairwoman Gloria Gray and General Manager Adel Hagekhalil attended a meeting in Washington D.C. hosted by the United Brotherhood of Carpenters and Joiners International with the other participating agencies, Congressional and local leaders, and representatives of the Department of Transportation and U.S. Environmental Protection Agency, and private foundations, among others, to discuss an initiative to aid historically underutilized businesses (HUB). The purpose of the meeting was to consider steps and specific, actionable recommendations to improve the federal government's HUB procurement policy and consider local actions to help close the nation's racial wealth gap by improving access and eliminating barriers for these businesses. Metropolitan intends to be part of a working group to look at ways to leverage our current small business program success to help support this important initiative.

Staff will continue to update the Board on the program, including bringing forward a pledge of commitment that is being developed and a workplan to support prime contracting opportunities, administrative alignment, and capital funding to support HUB.

Policy

By Minute Item 49829, on July 8, 2014, the Board modified the Business Outreach Program's organizational goal for small business participation from 18 percent to 25 percent.

By Minute Item 46589, on March 14, 2006, the Board added the inclusion of Disabled Veterans Business Enterprise classification into the outreach component of the Regional/Small Business Program.

By Minute Item 44533, on June 10, 2001, the Board adopted Resolution 8762 approving the modified Business Outreach program and policy, titled "Resolution of The Board of Directors of The Metropolitan Water District of Southern California Approving Modifications to Metropolitan's Business Outreach Program."

Fiscal Impact

None at this time. This is an information report.

 Dee Zinke Assistant General Manager/ External Affairs Officer	1/4/2022 Date
 Adel Hagekhalil General Manager	1/5/2022 Date

Ref# ea12683997



Update on Public Agency Partnership to Increase Opportunities for Underserved and Underrepresented Businesses

Organization, Personnel and Technology

Item 9-2

January 11, 2022

Metropolitan's Current Program

- Small Business Program - 2001
 - Board Established Goal of 25%
- Disabled Veteran-Owned Business Enterprises - 2006
 - Board Established Goal of 3%
- Economic Development
 - 80-85% of businesses in the region
- Contract Compliance & Accountability Program
 - Track monthly payments to subcontractors

Total SBE Utilization (as of 2020)



Historically Underutilized Business Initiative

Five “Mover” Agencies, including Metropolitan invited to join a new nationwide effort to increase opportunities for Historically Underutilized Businesses (HUB)

First meeting with Biden Administration officials, and labor was in Washington, DC in December 2021



Goals of the Initiative

- Support Biden Administration's Justice40 Initiative and increase federal-state-local partnerships for infrastructure funding and financing to improve DBE procurement
- Increase access and reduce barriers for disadvantaged business enterprises
- Deliver 40% of investments in climate and clean energy to disadvantaged communities

Funding and financing for community wealth building

Administrative and certification alignment

Direct contracting by procuring agencies

Proposed Local Action Goals



Next Steps

- Update and get input from Board of Directors
- Continue to participate in Pledge working group to define local and federal scope of work and workplan
- Leverage Metropolitan's current Small Business Program
- Host listening sessions with existing business organizations, ethnic chambers, and small business partners to get input





Update on Status of Recommendations from Independent Review of Workplace Concerns

Organization, Personnel and Technology Committee

Item 6a

January 11, 2022

Updates

- Key Recruitments
 - Positions currently posted and close January 14, 2022
 - EEO Officer
 - DE&I Officer
 - One EEO Investigator position was hired on December 15, 2021
- Joint Labor-Management Advisory Committee
 - Initial meeting held November 16, 2021
 - Next meeting scheduled January 27, 2022

Equal Employment Opportunity Officer Recruitment



WE ARE HIRING
**EQUAL EMPLOYMENT
OPPORTUNITY OFFICER**

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

APPLICATION CLOSING JAN. 14

SEND YOUR RESUME AND COVER LETTER TO:
MWD.EEO@THEHAWKINSCOMPANY.COM

- EEO Officer will lead the newly established EEO office
- Responsible for developing a strategic plan and an organization plan for the office to be approved by the General Manager and the Board

Chief Diversity, Equity, and Inclusion Recruitment



WE ARE HIRING
CHIEF DIVERSITY, EQUITY & INCLUSION OFFICER

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

APPLICATION CLOSING JAN. 14

SEND YOUR RESUME AND COVER LETTER TO:
MWD.DEIO@THEHAWKINSCOMPANY.COM

- Leads the newly created Office of Diversity, Equity, and Inclusion
- Responsible for the strategic oversight of DE&I including planning, developing, and implementing Metropolitan's strategies and initiatives that create an organizational culture of diversity, equity, and inclusion

Joint Labor Management Advisory Committee

First Meeting held November 2021







Information Technology Manager's Report

Organization, Personnel, and Technology Committee

Item 7b

January 11, 2022

Innovation – Digital Workplace and Mobility

- Meter Assessment Project
 - Condition assessment of 360 service connection billing flow meters
 - Evaluate the condition of each flow meter to determine which ones are in need of replacement/refurbishment
 - Teams: WSO, Corrosion, Engineering Design, Facility Planning



Goals for New Application

- **Consistency** - Streamline and standardize condition assessments
- **Portability/Mobility** - Visit multiple sites in a single day
- **Geographic Location** - Accurate way to gauge the location of the meter
- **Application Design/Development** – IT (Anna Phi) and Engineering (Sophia Bird) Partnership

Issues with Existing Process

- Paper forms
- Time consuming
- Forms get lost
- Data can be inconsistent
- Tracking can be cumbersome

Survey 123 Mobile Application

- Geographic Information System (GIS) Enterprise Portal
 - GIS database
 - Client-side mobile application: Survey 123
 - Electronic forms
 - Captures spatial data & information
 - Upload data directly to network after inspection
 - Upload unlimited pictures
 - Data storage backed up
 - Off-line mode

Survey 123 Mobile GIS Application

9:27 PM Tue Aug 31

Venturi Flow Meter

Venturi Flow Meter Inspection

Service Connection ID Inspection Performed by

Location (Relative Address or Cross Streets)

Location (Station Number or Latitude/Longitude)

Member Agency/Sub-Agency Reference Drawings

Meter GeoLocation

33°47'N 117°58'W ± 5 m



Venturi Inlet Diameter Venturi Throat Diameter

Venturi Body Material Venturi Pressure Lines Material

Venturi Throat Material Flow Range (DP @ min flow and DP @ max flow)

Manufacture Date

Meter Layout

Upstream Straight Run Material and Length (in, or ft.)

Downstream Straight Run Material and Length (in, or ft.)

Obstruction Type/Location

High Differential Pressure Transmitter

Manufacturer/Model Serial Number

Venturi Flow Meter

Venturi Flow Meter Inspection

Service Connection ID Inspection Performed by

Location (Relative Address or Cross Streets)

Location (Station Number or Latitude/Longitude)

Member Agency/Sub-Agency Reference Drawings

Meter GeoLocation

33°47'N 117°58'W ± 5 m



