

MWD

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

7-2

July 22, 1992

To: Board of Directors (Organization and Personnel Comm.--Action)
From: General Manager
Subject: Administrative Code Changes Relating to Shift Pay, Standby Pay
and Per Diem Subsistence

Report

Effective June 21, 1992, increases in shift pay, standby pay and per diem subsistence went into effect for employees represented by the Employees Association and the Association of Confidential Employees pursuant to their memoranda of understanding and for employees represented by the Field Supervisors and Professional Personnel Association pursuant to the terms and conditions of employment unilaterally implemented by your Board. Shift pay, standby pay and per diem subsistence for all other employees is set forth in the Administrative Code. Shift pay, standby pay and per diem subsistence have not been increased in the Administrative Code since April 1987. Thus, the relevant Administrative Code sections must be revised in order to provide the same amount of shift pay, standby pay and per diem subsistence for all District employees.

The first change is to amend Section 6503 to increase shift pay from 80 cents per hour to \$1.10 per hour.

The second change is to amend Section 6504 to increase standby pay from 75 cents per hour to \$1.10 per hour.

The final change is to amend Section 6560 to increase per diem subsistence from \$25 for meals and \$45 for lodging to \$35 for meals and \$65 for lodging.

The relevant Administrative Code sections, as amended, are shown in Attachment A, and the proposed changes are shown by strikeover and underlining in Attachment B.

This action is exempt from provisions of the California Environmental Quality Act, because it can have no possible effect on the environment.

July 22, 1992

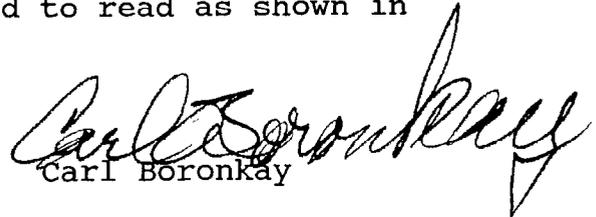
Board Committee Assignment

This letter is referred for action to the Organization and Personnel Committee because of its authority to study, advise and make recommendations with regard to wages and employee benefits, pursuant to Administrative Code Section 2471(c).

Recommendation

ORGANIZATION AND PERSONNEL COMMITTEE FOR ACTION.

It is recommended that Sections 6503, 6504 and 6560 of the Administrative Code be amended to read as shown in Attachment A.


Carl Boronkay

ATTACHMENT A

6503. Shift Pay.

(a) A management or confidential employee will be paid shift pay at one dollar and ten cents per hour, in addition to the employee's regular salary and overtime pay, as follows:

Shift pay will be paid only for hours worked before 6:00 a.m. or after 6:00 p.m. if an employee works eight or more consecutive hours and if four of these hours fall before 6:00 a.m. and after 6:00 p.m. and shall apply only to employees who normally work a rotating shift, or regularly work a shift other than the normal day shift, or who substitute for employees who normally work a rotating shift or regularly work a shift other than the normal day shift.

(b) No shift pay will be paid for overtime work performed as an extension of a day shift.

(c) Employees exempt from overtime pay shall not be entitled to shift pay.

6504. Standby Pay.

Management and confidential employees who are assigned to standby pay in a nonworking status during off-duty hours shall be entitled to standby pay at the rate of one dollar and ten cents per hour during the period when they are required to stand by. Employees who are exempt from overtime pay shall also be exempt from standby pay.

6560. Per Diem Subsistence.

Per diem subsistence for meals and incidental expenses shall be \$35 and per diem subsistence for lodging shall be \$65 for management and confidential employees who are on travel status.

ATTACHMENT B

6503. Shift Pay.

(a) A management or confidential employee will be paid shift pay at ~~80-cents~~ one dollar and ten cents per hour, in addition to the employee's regular salary and overtime pay, as follows:

Shift pay will be paid only for hours worked before 6:00 a.m. or after 6:00 p.m. if an employee works eight or more consecutive hours and if four of these hours fall before 6:00 a.m. and after 6:00 p.m. and shall apply only to employees who normally work a rotating shift, or regularly work a shift other than the normal day shift, or who substitute for employees who normally work a rotating shift or regularly work a shift other than the normal day shift.

(b) No shift pay will be paid for overtime work performed as an extension of a day shift.

(c) Employees exempt from overtime pay shall not entitled to shift pay.

6504 Standby Pay.

Management and confidential employees who are assigned to standby pay in a nonworking status during off-duty hours shall be entitled to standby pay at the rate of ~~75-cents~~ one dollar and ten cents per hour during the period when they are required to stand by. Employees who are exempt from overtime pay shall also be exempt from standby pay.

6560. Per Diem Subsistence.

Per diem subsistence for meals and incidental expenses shall be ~~\$25~~ \$35 and per diem subsistence for lodging shall be ~~\$45~~ \$65 for management and confidential employees who are on travel status.