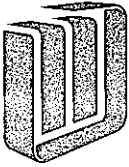


RECOMMENDATION NOT ACCEPTED

8-13  
REVISED**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

May 30, 1992

To: Board of Directors (Organization & Personnel Committee--Action)  
From: General Manager  
Subject: Salaries and Benefits for Unrepresented Managers

### Report

Salary adjustments for unrepresented management classifications listed in Administrative Code Section 6500 require individual Board action. The General Manager, as in previous years, recommends that the Board provide unrepresented management classifications salary increases similar to those authorized for employees represented by the Management and Professional Employees Association (MPA); the Supervisors and Professional Personnel Association (Supervisors Association); and the Association of Confidential Employees (ACE).

Memoranda of Understanding between Metropolitan and the above-mentioned associations for the period June 21, 1992 through June 19, 1993, submitted to you for approval by separate letter, provide for a salary adjustment of four percent, effective June 21, 1992 and a salary adjustment of two percent effective December 20, 1992. It is recommended that Administrative Code Section 6500 be amended to provide the same salary increases for unrepresented management employees. In addition, it is recommended that unrepresented management employees be provided benefits consistent with those of other District employees. Salary increases and benefits for the General Manager, General Counsel, and Auditor will be determined independently by the Board.

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

### Board Committee Assignment

This letter is referred for action to the Organization and Personnel Committee because of its responsibility to study, advise, and make recommendations with

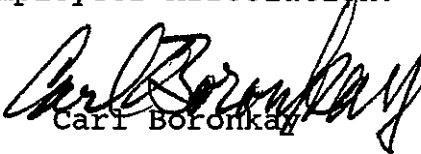
regard to relations between the District and its employees including all matters affecting wages, pursuant to Administrative Code Section 2471(c).

Recommendation

**ORGANIZATION AND PERSONNEL COMMITTEE FOR ACTION.**

1. It is recommended that the Board of Directors authorize increases of 4% in the salaries of the unrepresented management classifications effective June 21, 1992; and increases of 2% in their salaries effective December 20, 1992; and that Administrative Code Section 6500 be amended as set forth in Attachment "A" to reflect these increases. Revisions to Section 6500 are shown by strikeout and underscore in Attachment "B".

2. It is recommended that the Board of Directors authorize the provision of benefits to unrepresented management employees consistent with the benefits of those provided to the Management and Professional Employees Association.

  
Carl Boronkay

Attachments

s:unrep

## ATTACHMENT A

## SECTION 6500. HOURLY PAY RATE SCHEDULE

(a) Effective June 21, 1992, the approximate hourly pay rate (as that term is defined in subdivision (i) of Section 6200) schedule of positions occupied by management and confidential employees not in an appropriate unit recognized pursuant to Section 6108 employees shall be as follows:

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
46	\$23.58-29.40 (\$49,235-61,387)	*SR. PERSONNEL ANALYST	4	4
52	\$27.81-34.54 (\$58,067-72,120)	*PR. PERSONNEL ANALYST	4	4
56	\$31.01-38.41 (\$64,749-80,200)	*MANAGER, PERSONNEL SVCS.	1	1
58	\$32.74-40.54 (\$68,361-84,648)	*EXECUTIVE SECRETARY *EMPLOYEE RELATIONS ADMINISTRATOR	1 1	2
60	\$34.54-42.76 (\$72,120-89,283)	*ASST. DIRECTOR OF PERSONNEL *ASST. AUDITOR *ASST. DIRECTOR OF RIGHT OF WAY & LAND	1 1 1	3
62	\$36.43-45.13 (\$76,066-94,231)	*SR. ASST. DIRECTOR PUBLIC AFFAIRS	2	2
63	\$37.39-46.34 (\$78,070-96,758)	*MANAGER, BAY DELTA AFFAIRS *ASST. DIRECTOR OF INFO. SYSTEMS	1 2	3
64	\$38.41-47.61 (\$80,200-99,410)	*ASST. DIRECTOR OF PLANNING	1	1
	\$100,275 (FR)	*AUDITOR	1	1
65	\$39.49-48.91 (\$82,455-102,124)	*ASSOC. DIRECTOR STATE WATER PROJECT AND CONSERVATION *ASSOC. DIRECTOR OF WATER QUALITY *DIRECTOR OF ADMIN. SERVICES	1 1 1	1

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
65	\$39.49-48.91 (\$82,455-102,124)	*DIRECTOR OF RIGHT OF WAY & LAND *ASSOC. DIRECTOR, RESOURCES DIVISION *DIR. OF ENVIRONMENTAL COMPLIANCE *DIRECTOR OF PERSONNEL	1 1 1 1	7
68	\$42.76-53.01 (\$89,283-110,685)	*DIRECTOR OF INFORMATION SYSTEMS *DIRECTOR OF PLANNING *DIRECTOR OF PUBLIC AFFAIRS *DIRECTOR OF RESOURCES *DIRECTOR STATE WATER PROJECT & CONSERVATION DIVISION *DIRECTOR OF WATER QUALITY *ASST. CHIEF ENGINEER *ASST. CHIEF OF OPERATIONS *ASST. DIRECTOR OF FINANCE *EXEC. ASST. FOR STRATEGIC PLANNING	1 1 1 1 1 1 2 2 1 1	11
71	\$46.34-57.50 (\$96,758-120,060)	*EXEC. ASST. TO THE GENERAL MGR. *LEGISLATIVE REPRESENTATIVE	1 1	2
74	\$50.22-62.39 (\$104,859-130,270)	*CHIEF ENGINEER *DIRECTOR OF FINANCE *CHIEF OF OPERATIONS	1 1 1	3
76	\$53.01-65.87 (\$110,685-137,537)	*ASSISTANT GENERAL COUNSEL	1	1
80	\$59.10-73.39 (\$123,401-153,238)	*ASSISTANT GENERAL MANAGER	3	3
	\$149,100 (FR)	*GENERAL COUNSEL	1	1
	\$189,000 (FR)	*GENERAL MANAGER	1	<u>1</u>
		<b>TOTAL</b>		50

\* Not eligible for overtime.

## ATTACHMENT B

## SECTION 6500. HOURLY PAY RATE SCHEDULE

(a) Effective June 21, 1992, the approximate hourly pay rate (as that term is defined in subdivision (i) of Section 6200) schedule of positions occupied by management and confidential employees not in an appropriate unit recognized pursuant to Section 6108 employees shall be as follows:

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
46	\$23.58-29.40 (\$49,235-61,387)	<u>*SR. PERSONNEL ANALYST</u>	<u>4</u>	<u>4</u>
52	\$27.81-34.54 (\$58,067-72,120)	<u>*PR. PERSONNEL ANALYST</u>	<u>4</u>	<u>4</u>
56	\$31.01-38.41 (\$64,749-80,200)	<u>*MANAGER, PERSONNEL SVCS.</u>	<u>1</u>	<u>1</u>
58	\$32.74-40.54 (\$68,361-84,648)	*EXECUTIVE SECRETARY *EMPLOYEE RELATIONS ADMINISTRATOR	1 1	2
60	\$34.54-42.76 (\$72,120-89,283)	*ASST. DIRECTOR OF PERSONNEL *ASST. AUDITOR <u>*ASST. DIRECTOR OF RIGHT OF WAY &amp; LAND</u>	1 1 <u>1</u>	<u>2 3</u>
62	\$36.43-45.13 (\$76,066-94,231)	<del>*ADVANCE PLANNING MANAGER</del> <u>*SR. ASST. DIRECTOR PUBLIC AFFAIRS</u>	<del>1</del> <u>2</u>	<del>1</del> <u>2</u>
63	\$37.39-46.34 (\$78,070-96,758)	*MANAGER, BAY DELTA AFFAIRS *ASST. DIRECTOR OF INFO. SYSTEMS	1 2	3
64	\$38.41-47.61 (\$80,200-99,410)	*ASST. DIRECTOR OF PLANNING	1	1
	\$100,275 (FR)	*AUDITOR	1	1
65	\$39.49-48.91 (\$82,455-102,124)	*ASSOC. DIRECTOR STATE WATER PROJECT AND CONSERVATION <u>*ASSOC. DIRECTOR OF WATER QUALITY</u> *DIRECTOR OF ADMIN. SERVICES	1 <u>1</u> 1	1

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
65	\$39.49-48.91 (\$82,455-102,124)	*DIRECTOR OF RIGHT OF WAY & LAND <del>*MANAGER, COLORADO RIVER &amp; POWER</del> <u>*ASSOC. DIRECTOR, RESOURCES DIVISION</u> *DIR. OF ENVIRONMENTAL COMPLIANCE *DIRECTOR OF PERSONNEL	1 <del>1</del> <u>1</u> 1 1	6 7
68	\$42.76-53.01 (\$89,283-110,685)	*DIRECTOR OF INFORMATION SYSTEMS *DIRECTOR OF PLANNING *DIRECTOR OF PUBLIC AFFAIRS *DIRECTOR OF RESOURCES *DIRECTOR STATE WATER PROJECT & CONSERVATION DIVISION *DIRECTOR OF WATER QUALITY <u>*ASST. CHIEF ENGINEER</u> <u>*ASST. CHIEF OF OPERATIONS</u> <u>*ASST. DIRECTOR OF FINANCE</u> <u>*EXEC. ASST. FOR STRATEGIC PLANNING</u>	1 1 1 1 1 1 2 2 1 1	6 <u>11</u>
71	\$46.34-57.50 (\$96,758-120,060)	*EXEC. ASST. TO THE GENERAL MGR. *LEGISLATIVE REPRESENTATIVE	1 1	2
74	\$50.22-62.39 (\$104,859-130,270)	*CHIEF ENGINEER *DIRECTOR OF FINANCE *CHIEF OF OPERATIONS	1 1 1	3
76	\$53.01-65.87 (\$110,685-137,537)	*ASSISTANT GENERAL COUNSEL	1	1
80	\$59.10-73.39 (\$123,401-153,238)	*ASSISTANT GENERAL MANAGER	3	3
	\$149,100 (FR)	*GENERAL COUNSEL	1	1
	\$189,000 (FR)	*GENERAL MANAGER	1	<u>1</u>
<b>TOTAL</b>				<b>42 50</b>

\* Not eligible for overtime.