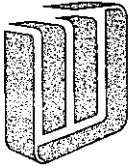


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[Signature]
EXECUTIVE SECRETARY
METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

June 24, 1992

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

Report

Salary adjustments for unrepresented classifications listed in Administrative Code Section 6500 require individual Board action. The General Manager recommends that the unrepresented employees receive a salary adjustment of 3.57 percent, effective June 21, 1992, based on the average Los Angeles-Long Beach Consumer Price Index (CPI) for the twelve months ending May 30, 1992. Salary and benefits for the General Manager, General Counsel, and Auditor will be addressed in a separate letter.

The incumbents in three unrepresented management classifications have requested that their salaries not be adjusted to reflect the increases being recommended for unrepresented employees at this time. These three classifications, having a total of five incumbents, are: the Assistant General Managers, Assistant General Counsel, and Assistant Auditor.

The General Manager is also recommending the following changes in benefits for unrepresented employees:

1. Medical Insurance. It is proposed that the District's monthly contribution to medical plans maintained by the Public Employees' Medical and Hospital Care Act which are in effect as of August 1, 1992, be as shown below:

	<u>District Contribution</u>
Employee Only	\$211/month
Employee and One Dependent	\$399/month
Employee and Two or More Dependents	\$531/month

The proposed District increase in monthly medical contributions will be equal to 90% of the total premium for the PERS-CARE health plan. This increase will equal the District contribution made on behalf of employees represented by the Employees Association and scheduled to take effect on August 1, 1992 in accordance with the provisions of their three-year contract. The value of the cost of this increase for the unrepresented employees is 0.27%.

2. Dental Insurance. The District shall continue to pay the full premiums for group dental insurance provided by Delta Dental Company. Group dental benefit levels will be similarly aligned with the levels provided to employees represented by the Employees Association and the Association of Confidential Employees. The value of the cost of this increase for the unrepresented employees is 0.02%.

3. Vision. Unrepresented management employees will be permitted to participate in the District's Vision Care Plan put into effect on January 1, 1991 for employees represented by the Employees Association and the Association of Confidential Employees. The vision benefits under this plan are limited to providing eye examinations, lenses, and frames for the employee only with optional employee-paid family coverage. The value of the cost of this increase for the unrepresented employees is 0.13%.

It is proposed that the classifications which are listed in Attachment B as additions to the unrepresented classifications be removed from the Management and Professional Employees Association and the Association of Confidential Employees as a result of agreements made between management and those associations during recent negotiations. In addition, it is recommended that the Advance Planning Manager classification be retitled Executive Assistant for Strategic Policy Development to more correctly reflect the duties of the position, and that the salary grade be changed from 62 to 68 in order to honor an employment offer commitment.

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

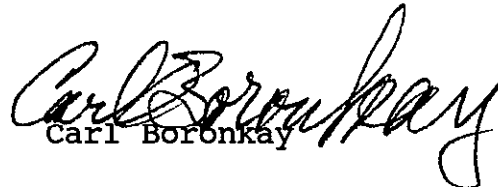
including all matters affecting wages, pursuant to Administrative Code Section 2471(c).

Recommendation

ORGANIZATION AND PERSONNEL COMMITTEE FOR ACTION.

1. It is recommended that the Board of Directors authorize increases of 3.57% in the salaries of all unrepresented classifications with the exception of Assistant General Manager, Assistant General Counsel, and Assistant Auditor, effective June 21, 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 further recommended that the Board of Directors authorize changes in the level of benefits for unrepresented employees that will result in increased medical contributions and dental provisions, and participation in a group vision care plan. The increase in the level of benefits will be consistent with increases previously authorized by the Board for employees represented by the Employees Association and the Association of Confidential Employees.


Carl Boronkay

BL/mdm

Attachments

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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	\$23.48-29.28 (\$49,026-61,137)	*SR. PERSONNEL ANALYST	4	4
52	\$27.69-34.40 (\$57,817-71,827)	*PR. PERSONNEL ANALYST	4	4
56	\$30.88-38.25 (\$64,477-79,866)	*MANAGER, PERSONNEL SVCS.	1	1
58	\$32.60-40.37 (\$68,069-84,293)	*EXECUTIVE SECRETARY *EMPLOYEE RELATIONS ADMINISTRATOR	1 1	2
60	\$33.21-41.12 (\$69,342-85,859)	* ** ASST. AUDITOR	1	1
60	\$34.40-42.59 (\$71,827-88,928)	*ASST. DIRECTOR OF PERSONNEL *ASST. DIRECTOR OF RIGHT OF WAY & LAND	1 1	2
62	\$36.28-44.94 (\$75,753-93,835)	*SR. ASST. DIRECTOR PUBLIC AFFAIRS	2	2
63	\$37.23-46.15 (\$77,736-96,361)	*MANAGER, BAY DELTA AFFAIRS *ASST. DIRECTOR OF INFO. SYSTEMS	1 2	3
64	\$38.25-47.41 (\$79,866-98,992)	*ASST. DIRECTOR OF PLANNING	1	1
	\$100,275 (FR)	*AUDITOR	1	1

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
65	\$39.33-48.71 (\$82,121-101,706)	*ASSOC. DIRECTOR STATE WATER PROJECT AND CONSERVATION	1	
		*ASSOC. DIRECTOR OF WATER QUALITY	1	
		*DIRECTOR OF ADMIN. SERVICES	1	
		*DIRECTOR OF RIGHT OF WAY & LAND	1	
		*ASSOC. DIRECTOR, RESOURCES DIVISION	1	
		*DIR. OF ENVIRONMENTAL COMPLIANCE	1	
		*DIRECTOR OF PERSONNEL	1	7
68	\$42.59-52.79 (\$88,928-110,226)	*DIRECTOR OF INFORMATION SYSTEMS	1	
		*DIRECTOR OF PLANNING	1	
		*DIRECTOR OF PUBLIC AFFAIRS	1	
		*DIRECTOR OF RESOURCES	1	
		*DIRECTOR STATE WATER PROJECT & CONSERVATION DIVISION	1	
		*DIRECTOR OF WATER QUALITY	1	
		*ASST. CHIEF ENGINEER	2	
		*ASST. CHIEF OF OPERATIONS	2	
		*ASST. DIRECTOR OF FINANCE	1	
		*EXEC. ASST. FOR STRATEGIC POLICY DEVELOPMENT	1	11
71	\$46.15-57.26 (\$96,361-119,559)	*EXEC. ASST. TO THE GENERAL MGR.	1	
		*LEGISLATIVE REPRESENTATIVE	1	2
74	\$50.01-62.13 (\$104,421-129,727)	*CHIEF ENGINEER	1	
		*DIRECTOR OF FINANCE	1	
		*CHIEF OF OPERATIONS	1	3
76	\$50.97-63.34 (\$106,425-132,254)	* ASSISTANT GENERAL COUNSEL	1	1
80	\$56.83-70.57 (\$118,661-147,350)	* ASSISTANT GENERAL MANAGER	3	3
	\$149,100 (FR)	*GENERAL COUNSEL	1	1
	\$189,000 (FR)	*GENERAL MANAGER	1	<u>1</u>
TOTAL				50

* Not eligible for overtime.

** Salary not adjusted during 1992/93 fiscal year

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	\$23.48-29.28 (\$49,026-61,137)	<u>*SR. PERSONNEL ANALYST</u>	<u>4</u>	<u>4</u>
52	\$27.69-34.40 (\$57,817-71,827)	<u>*PR. PERSONNEL ANALYST</u>	<u>4</u>	<u>4</u>
56	\$30.88-38.25 (\$64,477-79,866)	<u>*MANAGER, PERSONNEL SVCS.</u>	<u>1</u>	<u>1</u>
58	\$32.60-40.37 (\$68,069-84,293)	*EXECUTIVE SECRETARY *EMPLOYEE RELATIONS ADMINISTRATOR	1 1	2
60	\$33.21-41.12 (\$69,342-85,859)	* ASST. AUDITOR **	1	1
60	\$34.40-42.59 (\$71,827-88,928)	*ASST. DIRECTOR OF PERSONNEL *ASST. DIRECTOR OF RIGHT OF WAY & <u>LAND</u>	1 <u>1</u>	<u>± 2</u>
62	\$36.28-44.94 (\$75,753-93,835)	*ADVANCE PLANNING MANAGER <u>*SR. ASST. DIRECTOR PUBLIC AFFAIRS</u>	<u>±</u> <u>2</u>	<u>± 2</u>
63	\$37.23-46.15 (\$77,736-96,361)	*MANAGER, BAY DELTA AFFAIRS *ASST. DIRECTOR OF INFO. SYSTEMS	1 2	3
64	\$38.25-47.41 (\$79,866-98,992)	*ASST. DIRECTOR OF PLANNING	1	1
	\$100,275 (FR)	*AUDITOR	1	1

GRADE	RANGE	TITLE	POSITIONS AUTHORIZED	TOTAL
65	\$39.33-48.71 (\$82,121-101,706)	*DIRECTOR OF RIGHT OF WAY & LAND *MANAGER, COLORADO RIVER & POWER <u>*ASSOC. DIRECTOR, RESOURCES DIVISION</u> *DIR. OF ENVIRONMENTAL COMPLIANCE *DIRECTOR OF PERSONNEL *ASSOC. DIRECTOR STATE WATER PROJECT AND CONSERVATION <u>*ASSOC. DIRECTOR OF WATER QUALITY</u> *DIRECTOR OF ADMIN. SERVICES	1 ± <u>1</u> 1 1 1 <u>1</u> 1	6 7
68	\$42.59-52.79 (\$88,928-110,226)	*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 POLICY</u> <u>DEVELOPMENT</u>	1 1 1 1 1 1 2 2 1 1	6 11
71	\$46.15-57.26 (\$96,361-119,559)	*EXEC. ASST. TO THE GENERAL MGR. *LEGISLATIVE REPRESENTATIVE	1 1	2
74	\$50.01-62.13 (\$104,421-129,727)	*CHIEF ENGINEER *DIRECTOR OF FINANCE *CHIEF OF OPERATIONS	1 1 1	3
76	\$50.97-63.34 (\$106,425-132,254)	* ASSISTANT GENERAL COUNSEL	1	1
80	\$56.83-70.57 (\$118,661-147,350)	* ASSISTANT GENERAL MANAGER	3	3
	\$149,100 (FR)	*GENERAL COUNSEL	1	1
	\$189,000 (FR)	*GENERAL MANAGER	1	<u>1</u>
TOTAL				42 50

* Not eligible for overtime.

**Salary not adjusted during 1992/93 fiscal year