

● **Board of Directors**
Subcommittee on Organization & Personnel

December 12, 2000 Board Meeting

8-5

Subject

Reclassify salary grade of Assistant General Counsel

Description

The General Counsel recommends that the classification of the Assistant General Counsel be moved from salary grade 76 to salary grade 82.

The top pay rate for the position of the Assistant General Counsel has risen only 9% over the past ten years (1990-2000). This has resulted in salary compaction so that the Assistant General Counsel is currently paid only 1.8% more than the Senior Deputy General Counsels on the staff of the Legal Department. In fact, on January 1, 2001, the Senior Deputy General Counsels will receive a minimum cost-of-living 2% increase under the Management and Professional Association (MAPA) Memorandum of Understanding (MOU) and will be paid more than the Assistant General Counsel; this will be followed by another minimum cost-of-living increase of 2% on January 1, 2002. The Assistant General Counsel, like other unrepresented employees, does not receive cost-of-living increases.

The current range of the Assistant General Counsel's salary at grade 76 is from \$106,829 to \$144,019. Moving the pay rate to grade 82 would increase the salary range from \$125,736 to \$169,499. An increase to salary grade 82 will allow the General Counsel to provide merit raises over a period of time to the Assistant General Counsel should performance merit an increase without returning to the Board. This increase in salary range would be sufficient to provide the General Counsel with salary flexibility regarding the Assistant General Counsel position for the foreseeable future.

Policy

Metropolitan Water District Administrative Code Sections 6208(h)(1), 6500.

Board Options/Fiscal Impacts

Option #1

Change salary grade of Assistant General Counsel to salary grade 82 (\$125,736 to \$169,499).

Fiscal Impact: Increased salary of Assistant General Counsel position over a period of time at discretion of General Counsel. Indeterminate – increase.

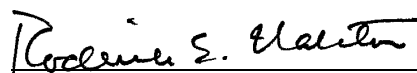
Option #2

Do not change salary grade of Assistant General Counsel.

Fiscal Impact: None

Staff Recommendation

Option #1.


General Counsel

11/16/2000
Date