



Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Organization, Personnel and Technology Committee
Item 7-6
July 8, 2013

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.

California Code of Regulations Section 570.5

- Pay rate for purposes of calculating pension is specifically limited to amount listed on a pay schedule that:
 - Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings law
 - Identifies the position title for every employee position
 - Shows the pay rate for each identified position
 - Indicates the time basis and effective date
 - Meets public posting requirements

Employee Salary Schedule

- Reflects the four MOUs and Administrative Code Section 6500:
 - MOUs approved by Board in 2011
 - Administrative Code Section 6500 applies to Unrepresented employees
- Changes to the Salary Schedule for 2013:
 - 0.25% Across-the-Board increase
 - All classifications increased two salary grades
 - Actual employee salary changes based on individual performance evaluation process

Board Options

- Option #1
 - Approve the attached salary schedule changes, which reflect the 2011 Board approved MOUs and Administrative Code
- Option #2
 - Do not approve the attached salary schedule

Staff Recommendation

- Option #1

