



Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Organization, Personnel and Technology Committee
Item 8-7

May 10, 2016

Human Resources Group

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
 - Salary re-opener that was approved by Board in February 2016
 - Administrative Code Section 6500 applies to Unrepresented employees

Changes to Salary Schedule for 2016

- 1.8% Across-the-Board increase
- Created Group Manager job descriptions with specific titles
- Created a new Assistant GM/Chief External Affairs Officer job description
- Revised salary ranges of existing job titles

Staff Recommendation

- Approve the updated salary schedule

