



Approve Employee Salary Schedule Pursuant to CalPERS Regulations

Organization, Personnel and Technology Committee
Item 7-2
September 9, 2019

Purpose and Background

- Metropolitan's Board is required by CalPERS under the California Code of Regulations (CCR), Section 570.5 to approve and adopt a new salary schedule when changes are made to pay rates, salary grades, or new jobs added.
- Doing so does not amend or revise Memoranda of Understanding (MOUs), which have already been approved by the Board.

Key Regulatory Requirements

- CCR 570.5 requires a salary schedule to:
 - Be approved and adopted by the Board
 - Identify the position title for every employee
 - Show the *pay rate* for each identified position
 - Indicate the *Effective Date*
 - Meet public posting requirements
- Pay rates are used for calculating monthly pension payments, and are specifically limited to amount listed on a compliant salary schedule

What Action is Needed Today?

- Approve salary schedules 6/30/2019, and the revised 7/01/2018 salary schedule:
 - To Implement changes from the Board-approved MOUs
 - To implement newly created job titles and classifications
 - To implement Department head salary adjustments

Options

- Option #1:

Adopt and approve the two salary schedules to conform with CCR 570.5, and remain in compliance with current MOUs.

- Option #2:

Do not approve the two salary schedules. MWD would be out of compliance with its current MOUs, and CalPERS would calculate monthly pension benefit using outdated salary schedules.

Staff Recommendation

- Staff Recommend: Option 1

