



Santa Clara Valley Water District

File No.: 18-0461

Agenda Date: 6/12/2018

Item No.: 9.2.

BOARD AGENDA MEMORANDUM

SUBJECT:

Resolution Adopting Employee Salary Schedule - Effective the First Pay Period of Fiscal Year 2019.

RECOMMENDATION:

Adopt the Resolution ADOPTING EMPLOYEE SALARY SCHEDULE - EFFECTIVE THE FIRST PAY PERIOD OF FISCAL YEAR 2019.

SUMMARY:

Board approval of the Employee Salary Schedule updates and makes current the salary schedule for District employees based on the District Classification and Compensation Study (DCCS).

Compliance with State Legal Requirement:

Approval of the Employee Salary Schedule by the Board of Directors is required under Title 2 California Code of Regulations, section 570.5 and its requirement of a publicly available pay schedule approved by a public body for all employee classifications. Under this requirement, the amount of "compensation earnable" for purposes of calculating retirement benefits is limited to the amount listed on a pay schedule meeting the following requirements:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the pay-rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bimonthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;

6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the pay-rate.

CalPERS has stressed that all eight of these requirements must be met in a single salary schedule for each member's pay.

Salary Range Adjustments

The District concluded negotiations with two bargaining groups as part of the District Classification and Compensation Study (DCCS). In the Employees Association, total classification titles were reduced from 176 to 169. There were no changes in titles for 110 of the 176 classifications, 19 new classifications were established, 29 classifications were deleted, 41 classifications were re-titled, and the salaries for 30 classifications were internally realigned. This resulted in 91 employees with new classification titles, and 45 employees who were reclassified.

The Board previously adopted an updated salary schedule on May 22, 2018. However, this was prior to the final agreements on the DCCS and did not reflect the changes noted above arising out of those agreements. Consequently, there was a need to update to the salary schedule.

FINANCIAL IMPACT:

The total cost of the classification changes made is estimated to be a \$350,000 annual impact. Staff anticipates that the FY 18 and FY 19 impacts will be offset via salary savings, as actual salary savings are typically higher than budgeted.

CEQA:

The recommended action does not constitute a project under CEQA because it does not have a potential for resulting in direct or reasonably foreseeable indirect physical change in the environment.

ATTACHMENTS:

Attachment 1: Resolution

UNCLASSIFIED MANAGER:

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