



**Board Administrative Committee
March 7, 2019**

SUBJECT:

Adopt the Proposed Resolution Approving the Amended Classification and Salary Schedule

BACKGROUND:

On December 19, 2019, the Board of Directors adopted Resolution 2018-170 approving the Classification and Salary Schedule to reflect updated classification titles and pay ranges. Minor additional changes to the Classification and Salary Schedule (Exhibit B) are warranted to reflect organizational needs and are in line with the changes proposed through Fiscal Year 2018-19 Operating Budget.

Due to the similarity in duties and an opportunity to improve the efficiency of assignments based on geographical area, the classifications of Meter Reader and Customer Service Field Representative are now one new classification of Meter Services Technician. Those changes are reflected below.

Deleted Classification Title	Salary Range	Added Classification Title	Salary Range
Customer Service Field Representative I Flex	81	Meter Services Technician I	81
Customer Service Field Representative II	83	Meter Services Technician II	83
Senior Customer Service Field Representative	85	Senior Meter Services Technician	85
Meter Reader I Flex	80		
Meter Reader II	82		

Other proposed changes are summarized as follows:

Added Classification Title	Salary Range
Contracts Technician	86
Director of Public and Governmental Affairs	97
Executive Policy and Governmental Affairs Advisor	96

Deleted Classification Title	Salary Range
Quality Assurance Manager	95
Senior Director of Public and Governmental Affairs	99
Senior Management Analyst	91
Senior Water Reclamation Plant Maintenance Technician	89
Systems Support Supervisor	94

FINANCIAL IMPACT:

Funding for this item is provided for in the Biennial Budget for Fiscal Years 2017-18 and 2018-19.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Become the employer of choice for high performing employees by sustaining a safe and ethical workplace that promotes innovation and provides opportunities for employee development to achieve job fulfillment.

ENVIRONMENTAL IMPACT:

None

RECOMMENDATION:

Adopt the proposed Resolution approving the amended Classification and Salary Schedule.

SUBMITTED BY:



Paul D. Jones II, P.E., General Manager

2/22/2019



Laura Nomura, Deputy General Manager

2/21/2019

Attachment(s):

Exhibit A - Resolution

Exhibit B - Classification and Salary Schedule

03/20/19 Board Meeting

Staff Contact: Laura Zamora