



**Board of Directors
November 20, 2019**

SUBJECT:

Adopt the Proposed Resolution Establishing and Amending Classification and Salary Schedules

BACKGROUND:

On October 2, 2019, the Board of Directors approved the implementation of salary adjustments based on the Classification and Compensation Study, completed August 2019, for Supervisory and Confidential Classifications which are not represented by International Brotherhood of Electrical Workers Local Unit 1436 (“Union”) as soon as feasibly possible.

District staff were able to implement the approved salary adjustments with the effective pay period beginning October 13, 2019. Therefore, the proposed Supervisory and Confidential Salary Schedule of Ranges (Exhibit B) and the Supervisory and Confidential Classifications and Salary Schedule (Exhibit C) are being brought forward for adoption with an effective date of October 13, 2019.

The active Classification and Salary Schedule, which was approved on March 20, 2019, by the Board of Directors by Resolution 2019-023, requires changes to reflect only Union represented classifications, as shown within the Represented Classifications and Salary Schedule (Exhibit D). Also, the active Salary Schedule of Ranges was approved on December 19, 2018, by the Board of Directors by Resolution 2018-170, requires a title change to designating it as the Represented Classifications Salary Schedule of Ranges (Exhibit E).

Organizational changes occurred in the interim and requires that the following classification changes reflect on the Represented Classifications and Salary Schedule (Exhibit D).

Delete the following classifications

Classification	Range
Education Assistant	83
Interagency Relations Program Specialist	87

Add the following classifications

Classification	Range
Public Affairs Specialist I	86
Public Affairs Specialist II	88

FINANCIAL IMPACT:

Funding for this item is provided for in the Biennial Budget for Fiscal Years 2019-20 and 2020-

21.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Be the employer of choice to attract and retain high performing employees by creating and sustaining a work culture that is safe and ethical, while promoting innovation, and providing opportunities for employee development and advancement.

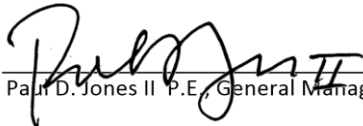
ENVIRONMENTAL IMPACT:

None

RECOMMENDATION:

Adopt the proposed Resolution (Exhibit A) approving the establishment of the Supervisory and Confidential Classifications and Salary Schedule, and Salary Schedule of Ranges; and the amended Represented Classifications and Salary Schedule, and Salary Schedule of Ranges.

SUBMITTED BY:



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

11/1/2019

Attachment(s):

Exhibit A - Resolution

Exhibit B - Supervisory and Confidential Salary Schedule of Ranges

Exhibit C - Supervisory and Confidential Classifications and Salary Schedule

Exhibit E - Represented Salary Schedule of Ranges

Exhibit D - Represented Classifications and Salary Schedule

History:

11/07/19	Board Administrative Committee	RECOMMENDED FOR APPROVAL
11/20/19	Board Meeting	

Staff Contact: Laura Zamora