



**Board Administrative Committee  
December 9, 2019**

**SUBJECT:**

Adopt a Proposed Resolution Approving Cost of Living Adjustments (COLA) to Salary Schedules of Ranges and Classification and Salary Schedules

**BACKGROUND:**

On December 19, 2018, the Board approved a Cost of Living Adjustment (COLA) of 3.6 percent adjusting the Classifications and Salary Schedule and the Salary Schedule of Ranges effective December 23, 2018 for represented and supervisory/confidential employees.

With 2019 calendar year coming to a close, staff proposes that the Board approve a COLA to be applied to the current Supervisory and Confidential Salary Schedule of Ranges (Exhibit B) and the Supervisory and Confidential Classification and Salary Schedule (Exhibit C) based on the Riverside-San Bernardino-Ontario Index Consumer Price Index (CPI-U) using the average from January 2019 to September 2019, which results in 2.9 percent. This adjustment keeps salaries competitive based on current market conditions.

The current Memorandum of Understanding (MOU) between the District and the IBEW Local 1436 (Union), previously approved by the Board on August 17, 2016, expires December 31, 2019. The District and Union are in active negotiations but have not come to an agreement on all items for a successive MOU contract. However, the District and Union, through the meet and confer process, have come to an agreement on items to continue negotiations going forward and agree to the proposed COLA adjustment of 2.9 percent. If approved by the Board, the proposed adjustment would be applied to the current Represented Salary Schedule of Ranges (Exhibit D) and the Represented Classification and Salary Schedule (Exhibit E), same as proposed to be applied to the Supervisory and Confidential Salary Schedule of Ranges.

The District and Union also agree that application of the COLA for this year does not set a precedent for future-year COLA increases or any other terms and conditions that may be included in a final negotiated MOU contract.

**FINANCIAL IMPACT:**

Funding for this item was approved 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 a proposed Resolution approving the adjusted Supervisory and Confidential Salary Schedule of Ranges, Supervisory and Confidential Classification and Salary Schedule, Represented Salary Schedule of Ranges, and Represented Classification and Salary Schedule reflecting a 2.9 percent Cost of Living Increase, effective December 22, 2019.

**SUBMITTED BY:**



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

12/6/2019

**Attachment(s):**

*Exhibit A - Resolution*

*Exhibit B - Supervisory and Confidential Salary Schedule of Ranges*

*Exhibit C - Supervisory and Confidential Classification and Salary Schedule*

*Exhibit D - Represented Salary Schedule of Ranges*

*Exhibit E - Represented Classification and Salary Schedule*

12/11/19 Board Meeting

Staff Contact: Laura Zamora