



Orange County Sanitation District

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STEERING COMMITTEE

Agenda Report

File #: 2020-1291

Agenda Date: 10/28/2020

Agenda Item No: 4.

FROM: James D. Herberg, General Manager
Originator: Celia Chandler, Director of Human Resources

SUBJECT:

CLASSIFICATION AND COMPENSATION OVERVIEW

GENERAL MANAGER'S RECOMMENDATION

RECOMMENDATION:

Information Item.

BACKGROUND

The Orange County Sanitation District (Sanitation District) is preparing to conduct a comprehensive classification and compensation study to support effective operations and labor relations in calendar year 2021. Georg Krammer, Chief Executive Officer of Koff & Associates, will provide an informational presentation on classification and compensation study components that will be included in the Sanitation District's 2021 study.

RELEVANT STANDARDS

- Offer competitive compensation and benefits
- Negotiate fair and equitable labor agreements
- Maintain positive employer-employee relations
- Comply with Government Codes (Fair Labor Standards Act, Americans with Disabilities Act, Equal Pay Act)

ATTACHMENT

The following attachment(s) may be viewed on-line at the OCSD website (www.ocsd.com) with the complete agenda package:

N/A