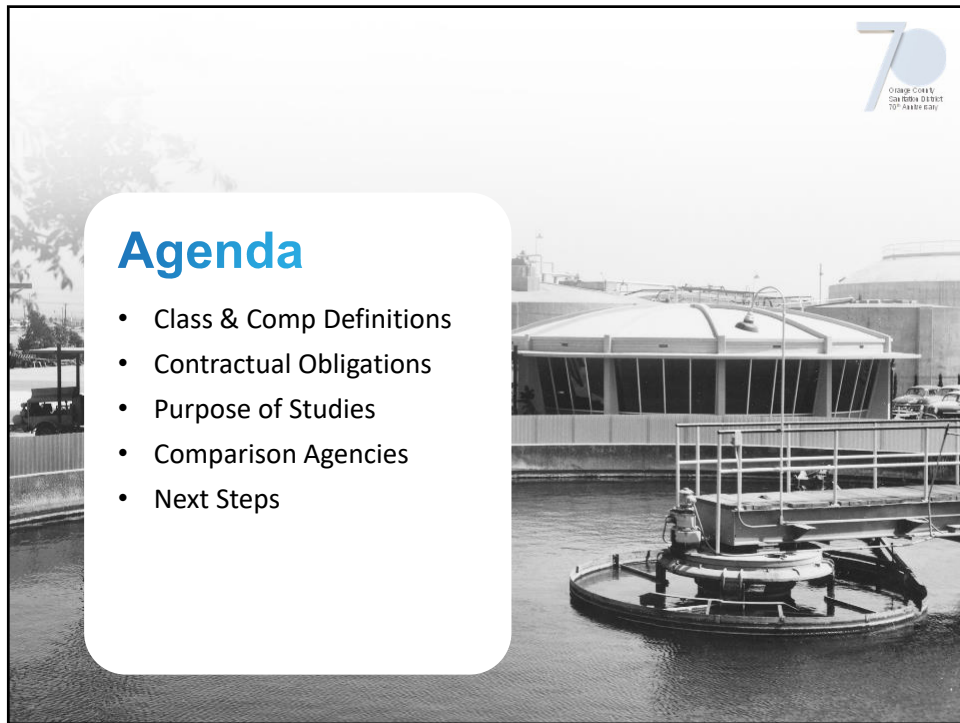




1



2

## Classification & Compensation



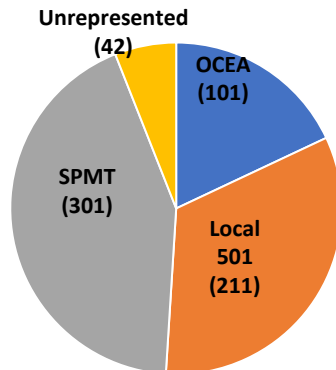
### Definitions

- Classification – description of the work and job requirements
- Compensation – the value of that work in the labor market and to the organization

3

3

## Contractual Obligations



### MOU – Article 29

- Requirement to meet and confer
- Classification studies
- Reopener language on the comparison agencies

4

4

## Classification & Compensation Studies



### Purpose

- Basis for HR decisions
- Reflects current duties, programs, and technology
- Recognizes level/scope of work performed
- Fair/competitive compensation

5

5

## Comparison Agencies



	1999	2002	2015
Central Contra Costa Sanitary District	X	X	X
City of Anaheim*		X	X
City of Garden Grove*		X	X
City of Huntington Beach*		X	X
City of Irvine*		X	X
City of Los Angeles, Bureau of Sanitation	X	X	X
City of San Diego	X	X	X
County Sanitation Districts of Los Angeles County	X	X	X
East Bay Municipal Utilities District	X	X	X
Eastern Municipal Water District	X	X	X
Inland Empire Utilities Agency			X
Irvine Ranch Water District*	X	X	X
Las Virgenes Municipal Water District			X
Los Angeles County Department of Public Works	X	X	X
Metropolitan Water District of Southern California			X
Orange County Water District	X	X	X
Western Municipal Water District (Riverside)			X
<b>Total</b>	<b>9</b>	<b>13</b>	<b>17</b>

\*Indicates OC San member agency.

6

6

## Next Steps



- ✓ Kickoff meeting with unions February 15
- ✓ Direction from the Board at a future meeting
- ✓ Complete reopener by June 2024

7

7

Questions



8

8