

**MEETING OF THE ADMINISTRATIVE COMMITTEE
WATER REPLENISHMENT DISTRICT OF SOUTHERN CALIFORNIA
4040 PARAMOUNT BLVD., LAKEWOOD, CA. 90712
10:30 AM, WEDNESDAY, MARCH 27, 2019**

AGENDA

Each item on the agenda, no matter how described, shall be deemed to include any appropriate motion, whether to adopt a minute motion, resolution, payment of any bill, approval of any matter or action, or any other action. Items listed as "For information" or "For discussion" may also be the subject of an "action" taken by the Board or a Committee at the same meeting.

- 1. DETERMINATION OF QUORUM**
- 2. PUBLIC COMMENT**
Pursuant to Government Code Section 54954.3
- 3. CLASS AND COMPENSATION STUDY UPDATE**
Staff Recommendation: The Administrative Committee receive and file the report.
- 4. ADMINISTRATIVE CODE**
Staff Recommendation: For discussion and possible action.
- 5. DEPARTMENT REPORT**
Staff Recommendation: For discussion and possible action.
- 6. DIRECTORS' REPORTS, INQUIRIES AND FOLLOW-UP OF DIRECTIONS TO STAFF**
- 7. ADJOURNMENT**
The Committee will adjourn to its next regularly scheduled meeting on April 24, 2019 at 10:30 a.m.

In compliance with the Americans with Disabilities Act (ADA), if special assistance is needed to participate in the meeting, please contact Brandon Mims, Deputy Secretary at (562) 921-5521 for assistance to enable the District to make reasonable accommodations.

All public records relating to an agenda item on this agenda are available for public inspection at the time the record is distributed to all, or a majority of all, members of the Board. Such records shall be available at the District office located at 4040 Paramount Boulevard, Lakewood, California 90712.

Agendas are available at the District's website, www.wrd.org.

EXHAUSTION OF ADMINISTRATIVE REMEDIES – If you challenge a District action in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice, or in written correspondence delivered to the Deputy Secretary at, or prior to, the public hearing. Any written correspondence delivered to the District office before the District's final action on a matter will become a part of the administrative record.

**MEMORANDUM****ITEM NO. 3**

DATE: MARCH 27, 2019

TO: ADMINISTRATIVE COMMITTEE

FROM: ROBB WHITAKER, GENERAL MANAGER

SUBJECT: CLASS AND COMPENSATION STUDY UPDATE

SUMMARY

In response to ongoing discussion between the Board of Directors, Management and Union about District employee compensation, the Board of Directors directed staff to complete a classification and compensation study of its employees. The goal of the study is to ensure staff are appropriately classified and compensated. Staff circulated a Request for Qualifications (RFQ) for a Classification and Compensation Study and received authorization to hire Segal Waters Consulting group to perform the study and has completed the Classification Phase of the study.

Segal has completed a draft of the report. Staff will review the report, discuss any issues with the consultant and present the report to the Committee for their review.

FISCAL IMPACT

None

STAFF RECOMMENDATION

The Administrative Committee receive and file the report.