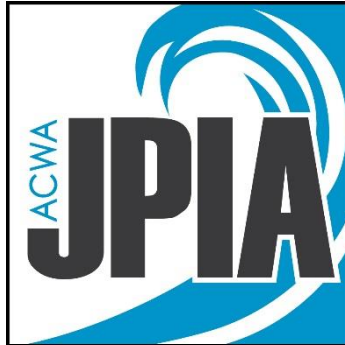


# Executive Committee Meeting



YOUR BEST PROTECTION

JPIA Executive Conference Room  
2100 Professional Drive  
Roseville, CA 95661

Thursday  
October 1, 2020  
10:00 a.m.

Chairman: E.G. “Jerry” Gladbach, Santa Clarita Valley Water Agency

Vice-chair: Thomas A. Cuquet, South Sutter Water District

Fred R. Bockmiller, Jr., Mesa Water District

David A. Drake, Rincon del Diablo Municipal Water District

Brent Hasteley, Yuba Water Agency

Melody A. McDonald, San Bernardino Valley Water Conservation District

Randall J. Reed, Cucamonga Valley Water District

J. Bruce Rupp, Humboldt Bay Municipal Water District

Pamela Tobin, San Juan Water District

*Executive Committee Core Values*

**Trust | Integrity | Listen | Good of the Whole**



# EXECUTIVE COMMITTEE MEETING

## AGENDA

[LINK TO ZOOM MEETING](#)

MEETING #: 661 516 2566

PASSCODE: 1234

ZOOM CALL IN #: (669) 900-6833

*Executive Committee Core Values*  
Trust | Integrity | Listen | Good of the Whole

### **Monday, October 1, 2020 – 10:00 a.m.**

This meeting shall consist of a simultaneous Zoom teleconference call at the ACWA JPIA, 2100 Professional Drive, Roseville, CA 95661 and remote sites.

### **WELCOME**

### **CALL TO ORDER AND ANNOUNCEMENT OF QUORUM**

**PUBLIC COMMENT** Members of the public will be allowed to address the Executive Committee on any agenda item prior to the Committee's decision on the item. They will also be allowed to comment on any issues that they wish which may or may not be on the agenda. If anyone present wishes to be heard, please let the Chairman know.

### **ADDITIONS TO OR DELETIONS FROM THE AGENDA**

Presenter

Page#

#### **I. ADMINISTRATION**

Slaven

- \* A. Review and approve revised Salary Schedule.

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### **ADJOURN**

\*Related items enclosed.

***Americans with Disabilities Act*** – The JPIA conforms to the protections and prohibitions contained in Section 202 of the Americans with Disabilities Act of 1990 and the Federal Rules and Regulations adopted in implementation thereof. A request for disability-related modification or accommodation, in order to participate in a public meeting of the JPIA, shall be made to: Bobbette Wells, Executive Assistant to the CEO, ACWA JPIA, PO Box 619082, Roseville, CA 95661-9082; telephone (916) 786-5742. The JPIA's normal business hours are Monday – Friday, 7:30 a.m. to 4:30 p.m. (Government Code Section 54954.2, subdivision. (a)(1).)

Written materials relating to an item on this Agenda that are distributed to the JPIA's Executive Committee within 72 hours before it is to consider the item at its regularly scheduled meeting will be made available for public inspection at ACWA JPIA, 2100 Professional Drive, Roseville, CA 95661-3700; telephone (916) 786-5742. The JPIA's normal business hours are Monday – Friday, 7:30 a.m. to 4:30 p.m.

**ACWA JPIA**  
**Salary Schedule for 2020-2021**  
**October 1an, 2020**

**BACKGROUND**

The California Public Employees' Retirement System (CalPERS), California Code of Regulations 570.5 and 571, requires the approval of the employee Salary Schedule by the Executive Committee with posting to the JPIA's website.

**CURRENT SITUATION**

The salary schedule approved by the Executive Committee on September 21, 2020, contained a calculation error. Since then, it was also discovered that the ranges needed to be increase more in order to accommodate almost half of staff falling beyond the range maximum. This schedule reflects a 5% increase in the ranges, which does not impact the actual merit increase percentages that will be awarded.

**RECOMMENDATION**

That the Executive Committee approve the JPIA Salary Schedule as presented.

# ACWA JPIA Staff

## Pay Schedule

Revision Date: October 01, 2020

| Job Title                                    | Exempt/<br>Non-Exempt | Grade  | Annual Salary Range |               |
|--|-----------------------|--------|---------------------|---------------|
|  |                       |        | Minimum             | Maximum       |
| Chief Executive Officer                      | Exempt                | 85     | \$ 228,201          | \$ 342,302    |
| Director of Finance                          | Exempt                | 68     | 149,973             | 224,959       |
| Director of Human Resources & Administration | Exempt                | 68     | 149,973             | 224,959       |
| Director of Insurance Services               | Exempt                | 68     | 149,973             | 224,959       |
| General Counsel                              | Exempt                | 68     | 149,973             | 224,959       |
| Employee Benefits Manager                    | Exempt                | 58     | 117,159             | 175,738       |
| Finance Manager                              | Exempt                | 52     | 101,025             | 151,538       |
| Liability and Property Claims Manager        | Exempt                | 52     | 101,025             | 151,538       |
| Risk Control Manager                         | Exempt                | 52     | 101,025             | 151,538       |
| Special Projects Manager                     | Exempt                | 52     | 101,025             | 151,538       |
| Workers' Compensation Manager                | Exempt                | 52     | 101,025             | 151,538       |
| Lead Risk Control Advisor South              | Exempt                | 48S    | 96,158              | 144,236       |
| Senior Risk Control Advisor South            | Exempt                | 45S    | 91,524              | 137,286       |
| Cost Estimator Risk Control Advisor          | Exempt                | 45     | 84,989              | 127,484       |
| Senior Risk Control Advisor                  | Exempt                | 45     | 84,989              | 127,484       |
| Lead IT Solutions Developer                  | Non-Exempt            | 45     | 84,989              | 127,484       |
| IT Solution Developer                        | Non-Exempt            | 44     | 82,916              | 124,374       |
| Lead Benefits Analyst                        | Non-Exempt            | 42     | 78,921              | 118,381       |
| Lead Member Services Representative          | Non-Exempt            | 42     | 78,921              | 118,381       |
| Lead Sr. Claims Adjuster                     | Exempt                | 42     | 78,921              | 118,381       |
| Lead Sr. Workers' Compensation Examiner      | Exempt                | 42     | 78,921              | 118,381       |
| Senior Workers' Compensation Examiner        | Exempt                | 40     | 75,118              | 112,677       |
| System/Network Administrator                 | Non-Exempt            | 38     | 71,498              | 107,248       |
| Training Specialist                          | Non-Exempt            | 38     | 71,498              | 107,248       |
| Senior Accountant                            | Non-Exempt            | 38     | 71,498              | 107,248       |
| Employee Benefits Account Manager            | Non-Exempt            | 32S    | 66,393              | 99,590        |
| Member Services Representative II            | Non-Exempt            | 32     | 61,653              | 92,479        |
| Executive Assistant                          | Non-Exempt            | 30     | 58,682              | 88,023        |
| Benefits System Analyst II                   | Non-Exempt            | 30     | 58,682              | 88,023        |
| Publications & Web Editor                    | Non-Exempt            | 29     | 57,251              | 85,876        |
| Human Resource Coordinator                   | Non-Exempt            | 28     | 55,854              | 83,782        |
| Administrative Assistant III                 | Non-Exempt            | 24     | 50,601              | 75,902        |
| Benefits Administrator II                    | Non-Exempt            | 24     | 50,601              | 75,902        |
| Benefits Analyst I                           | Non-Exempt            | 24     | 50,601              | 75,902        |
| Claims Assistant                             | Non-Exempt            | 24     | 50,601              | 75,902        |
| Accountant III                               | Non-Exempt            | 22     | 48,163              | 72,245        |
| Accountant II                                | Non-Exempt            | 20     | 45,842              | 68,764        |
| Administrative Assistant II                  | Non-Exempt            | 20     | 45,842              | 68,764        |
| Administrative Assistant I                   | Non-Exempt            | 18     | 43,633              | 65,450        |
| Receptionist/Office Assistant                | Non-Exempt            | 11     | 36,707              | 55,061        |
| <b>Retired Annuity</b>                       |                       |        | <b>Hourly</b>       | <b>Hourly</b> |
| Special Projects Advisor                     | Non-Exempt            | Ret An | 55                  | 80            |

# JPIA MEETING & CONFERENCE CALENDAR – 2020

| MEETING DATES | BOARD OF DIRECTORS | EXECUTIVE     | PERSONNEL        | FINANCE & AUDIT | PROGRAMS      |              |               |               | RISK MGMT |
|---------------|--------------------|---------------|------------------|-----------------|---------------|--------------|---------------|---------------|-----------|
|               |                    |               |                  |                 | Emp. Benefits | Liability    | Property      | Work Comp     |           |
| JAN 15        |                    |               | 11:00 AM ONTARIO |                 |               |              |               |               |           |
| JAN 22        |                    | 8:30 AM       |                  |                 |               |              |               |               |           |
| APRIL 10      |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| MAY 1         |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| MAY 14        |                    |               |                  | 10:00 AM ZOOM   |               |              |               |               |           |
| MAY 15        |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| MAY 28        |                    |               |                  |                 |               |              |               | 10:00 AM ZOOM |           |
| JUN 1         |                    | 2:00 PM ZOOM  |                  |                 |               |              |               |               |           |
| JUN 11        |                    |               |                  |                 |               |              | 10:00 AM ZOOM |               |           |
| JUN 12        |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| JUL 14        |                    | 1:00 PM ZOOM  |                  |                 |               |              |               |               |           |
| JUL 22        |                    |               |                  |                 | 9:00 AM ZOOM  |              |               |               |           |
| JUL 23        |                    | 1:30 PM ZOOM  |                  |                 |               |              |               |               |           |
| JUL 27        | 10:00 AM ZOOM      |               |                  |                 |               |              |               |               |           |
| AUG 24        |                    |               |                  | 10:00 AM ZOOM   |               | 1:00 PM ZOOM |               |               |           |
| AUG 25        |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| SEP 21        |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| OCT 1         |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| OCT 22        |                    | 10:00 AM ZOOM |                  |                 |               |              |               |               |           |
| Nov 30        | 1:30 PM            |               |                  |                 |               |              |               |               |           |