

Handout

Agenda Item 4. 5

Date 28, 70 1

Consent Staff/Consultant Reports Agenda Item Action Item

Date June 28, 2018

# **Agenda Summary Report**

To:

Chris DeGabriele, PE, Interim General Manager

From:

Susan McGuire, Administrative Services Manager

Mtg. Date:

June 28, 2018

Re:

Resolution 2018-2132 – A Resolution Adopting the Pay Scales Effective July 1, 2018 Pursuant to the California Code of Regulations, Subchapter 1, Employees'

Retirement System Regulations Section 570.5

#### **BACKGROUND:**

The Board adopted Resolution 2018-2132 A Resolution Adopting the Pay Scales Effective July 1, 2018 Pursuant to the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations Section 570.5 at its meeting on June 14, 2018. A copy is attached for reference. This resolution includes an exhibit detailing the District's staff positions and monthly rates of pay. Staff determined that there was an error in applying the specified cost of living increase for certain positions as highlighted in the attached.

Per discussion with legal counsel, since this was a clerical error, the attached Exhibit A can be adopted by the Board to replace the original exhibit without rescinding Resolution 2018-2132.

#### STAFF RECOMMENDATION:

Board approve the revised Exhibit A to Resolution 2018-2132 A Resolution Adopting the Pay Scales Effective July 1, 2018 Pursuant to the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations Section 570.5.

FISCAL IMPACT:

None.

PERSON TO BE NOTIFIED:

Not applicable.



#### Las Gallinas Valley Sanitary District Pay Scales as of July 1, 2018

**Monthly Salary Range** 

Full Time Positions	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity 3%	Longevity 2%
Administrative Financial Specialist I	\$ 5,629.69	\$ 5,911.19	\$ 6,206.89	\$ 6,517.33	\$ 6,842,85				Not applicable	Not applicable
Administrative Financial Specialist II	\$ 6,517.33	\$ 6,842.85	\$ 7,185.36	\$ 7,544,85			\$ 8,733,75	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Administrative Services Manager I	\$10,076.04	\$ 10,579.75		\$ 11,664.47	\$ 12,247.56	Action and the production of the party of th	\$ 13,502.67	and the state of t	\$ 14,603.33	Not applicable
Administrative Services Manager II	\$11,108.76	\$ 11,664,47	\$ 12,247.56	\$ 12,859,95		\$ 14,177.97	\$ 14.886.73	\$ 15,631.20		
Assistant Engineer	\$ 7,215.87	\$ 7,576.92		\$ 8,353,45			\$ 9,670.09		20 - 1000 - 10 00 - 3 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	dr. salkatranan and an arrangement
Associate Engineer	\$ 8,771.19	\$ 9,209,72	\$ 9,670.09	\$ 10,153.69		\$ 11,194.39		\$ 12,342.03	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,417.40	\$ 4,638,05	\$ 4,869,97	\$ 5,113.33				\$ 6,215.56	Not applicable	Not applicable
Collection System/Safety Manager	\$ 9,570.43	\$ 10,048,65	\$ 10,550,97	\$ 11,078.77				\$ 13,466.44	Not applicable	Not applicable
District Administrative Assistant	\$ 5,629.69	\$ 5,911,19	\$ 6,206,89	\$ 6,517,33				\$ 7,921.68		\$ 14,147.81
District Engineer I	\$ 9,488.09		\$ 10,460.67	\$ 10,983.79	EC - 02-0003 - 1-1			\$ 13,350.83		
District Engineer II	\$12,109.24	\$ 12,714,87	\$ 13,350,83	\$ 14,018.16		1	\$ 16,227.64			
Environmental Services Director	\$ 8,619,69		\$ 9,502.83		\$ 10,476,61	\$ 11,000,60	\$ 11,550,41			
Environmental Specialist in Training	\$ 5,834.23		\$ 6,432.05	\$ 6.753.59	***	····	\$ 7.818.37	\$ 12,128.13		Not applicable
Environmental Specialist, Grade I	\$ 6,432.05		\$ 7,091.24	\$ 7.446.05				Not Applicable. Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade II	\$ 6,753,59					\$ 8,619.69		\$ 9,502.83	Not applicable	Not applicable
Environmental Specialist, Grade III	\$ 7,091.24		\$ 7,818,37	\$ 8,209.24		\$ 9,050.08		\$ 9,502.83	Not applicable	Not applicable
General Manager*			7 .,0:0.0.	<u> </u>		ontract TBD	\$ 9,502.83	\$ 9,977.93	Not applicable	Not applicable
Leadsman Collection Line Worker	\$ 5,950,71	\$ 6,248.32	\$ 6,560,49	\$ 6,888,44			\$ 7.074.EE	\$ 8,373,21		
Line Maintenance Worker	\$ 4,895,63					\$ 6,248.32		Not Applicable.	Not applicable	Not applicable
Line Maintenance Worker, Grade I	\$ 5,140,55		\$ 5,667,31		\$ 6,248.32		\$ 6,888.44		Not applicable	Not applicable
Line Maintenance Worker, Grade II	\$ 5,397.60		\$ 5,950.71	\$ 6,248,32		\$ 6.888.44	\$ 7,232.68	Not Applicable. \$ 7,594.60	Not applicable	Not applicable
Line Maintenance Worker, Grade III		\$ 5,950,71	\$ 6,248,32	\$ 6.560.49		\$ 7,232.68	\$ 7,232.66	\$ 7,974.55	Not applicable	Not applicable
Operator in Training	\$ 5,039.84		\$ 5.556.20	\$ 5,834,23		\$ 6,432,05	\$ 6,753,59		Not applicable	Not applicable
Operator, Grade I	\$ 5,556.20		\$ 6,125,77	\$ 6.432.05		\$ 7,091.24	\$ 7,446.05	Not Applicable.	Not applicable	Not applicable
Operator, Grade II	\$ 6,125.77	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24		\$ 7,091.24	\$ 8,209.24	Not Applicable.	Not applicable	Not applicable
Operator, Grade III	\$ 6,753,59		\$ 7,446.05	\$ 7,818.37		\$ 8,619.69			Not applicable	Not applicable
Operator, Lead	\$ 7,091.24	7		\$ 8,209,24		\$ 9,050.08			Not applicable	Not applicable
Plant Manager I	<del>                                     </del>			\$ 11,165.09	7				Not applicable	Not applicable
Plant Manager II							\$ 14,249.73			\$ 14,257.53
Plant Operations and Maintenance Supervisor				\$ 10,476.61						\$ 15,718.91
Part Time Positions		-100-100	5 5,577.50	4 10,770.01	Ψ 11,000.00	Ψ   11,330.41	Ψ 12,120.13	\$ 12,734.45	Not applicable	Not applicable
Interim General Manager					Houdy rat	te of \$104.754			<u> Mariantana di  Pangarana di  Pangarana di  Pangarana di  Pangarana di  Pangarana di  Pangarana di  Pangarana</u>	
	I				i iouniy lai	10 01 0 104.104				1

How to Use this Pay Scale: Steps 1 through 5 are the regular levels for all positions.

In addition, except as identified above, the following also applies:

Dual certification may be available for an additional 5% of pay.

Triple certification may be available for an additional 5% of pay.

A longevity step may be available for an additional 5% of pay.

Additional 3% longevity step after 10 years continuous District service may be available for management positions. Additional 2% longevity steps after 15 years continuous District service may be available for management positions.

\*General Manager position is vacant at this time.

Pay scale reflects COLA of 2.5% effective July 1, 2018 excluding Interim General Manager who is under a retired annuitant working under contract with the District effective December 14, 2017 at the hourly rate shown.

Board adopted: 6/14/2018 (corrected 6/28/2018)

## **RESOLUTION NO. 2018-2132**

# A RESOLUTION ADOPTING THE PAY SCALES EFFECTIVE JULY 1, 2018 PURSUANT TO THE CALIFORNIA CODE OF REGULATIONS, SUBCHAPTER 1, EMPLOYEES' RETIREMENT SYSTEM REGULATIONS SECTION 570.5

# LAS GALLINAS VALLEY SANITARY DISTRICT

WHEREAS, the Las Gallinas Valley Sanitary District has contracted with CalPERS to provide certain retirement benefits to its employees; and

**WHEREAS**, the governance of retirement benefits provided to public employees in the state of California is governed by California Government Code Title 2, Division 5, Part 3 Public Employees' Retirement System; and

WHEREAS, the Board of Administration of the Public Employees' Retirement System has promulgated regulations to implement requirements of the governing law; and

WHEREAS, the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (2 CCR § 570.5) states that

- "(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:
  - (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
  - (2) Identifies the position title for every employee position;
  - (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
  - (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
  - (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
  - (6) Indicates an effective date and date of any revisions;
  - (7) Is retained by the employer and available for public inspection for not less than five years; and
  - (8) Does not reference another document in lieu of disclosing the payrate".

Resolution 2018-2132 Page 1 of 3

District does hereby adopt the Pay Scales Effe and is included by reference, in accordance with	ard of Directors of the Las Gallinas Valley Sanitary active July 1, 2018, which is attached as Exhibit A th the requirements of the California Code of ment System Regulations section 570.5 (2 CCR §
* * * *	* * * * *
passed and adopted by the Sanitary Board of the	nd correct copy of a resolution duly and regularly he Las Gallinas Valley Sanitary District, Marin held on June 14, 2018, by the following vote of
AYES, and in favor thereof, Members: NOES, Members: ABSENT, Members: ABSTAIN, Members:	
	Teresa L. Lerch, District Secretary Las Gallinas Valley Sanitary District
APPROVED:	
	(seal)

Megan Clark, Board President



#### Las Gallinas Valley Sanitary District Pay Scales as of July 1, 2018

Monthly Salary Range

Full Time Positions	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity 3%	Longevity 2%		
Administrative Financial Specialist I		\$ 5,825.73		<u> </u>	\$ 6,743,88	\$ 7,081.19	\$ 7,435,48	\$ 7,807.28	Not applicable	Not applicable		
Administrative Financial Specialist II		\$ 6.743.88	\$ 7,081.19		\$ 7,807.28	\$ 8,197.28	\$ 8,607.39	\$ 9,037.77	Not applicable	Not applicable		
Administrative Services Manager I		\$ 10.579.75			\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,603.33	\$ 14,895.40		
Administrative Services Manager II		\$ 11,664,47	\$ 12,247.56		\$ 13,502.67		\$ 14,886.73	\$ 15,631.20	\$ 16,100.24	\$ 16,422.12		
Assistant Engineer	\$ 7.215.87	\$ 7,576.92		\$ 8,353.45		\$ 9,209.72	\$ 9,670.09	\$10,153.69	Not applicable	Not applicable		
Associate Engineer	\$ 8,771.19	\$ 9,209.72		\$ 10,153.69	\$ 10,661.39	\$ 11,194.39	\$ 11,754.08	\$ 12,342.03	Not applicable	Not applicable		
Building and Ground Maintenance Worker		\$ 4,638.05	\$ 4,869.97	\$ 5,113.33	\$ 5,368.83	\$ 5,637.32	\$ 5,919.68	\$ 6,215.56	Not applicable	Not applicable		
Collection System/Safety Manager		\$ 10,048.65	\$ 10,550.97	\$ 11,078.77	\$ 11,632.75	\$ 12,214.45	\$ 12,825.28	\$ 13,466.44	\$ 13,870.31	\$ 14,147.81		
District Administrative Assistant	\$ 5,548.40	\$ 5,825.73		\$ 6,423.04	\$ 6,743.88	\$ 7,081.19	\$ 7,435.48	\$ 7,807.28	Not applicable	Not applicable		
District Engineer I	\$ 9,488,09	\$ 9,962.33	\$ 10,460.67	\$ 10,983.79	\$ 11,532.56	\$ 12,109.24	\$ 12,714.87	\$13,350.83	\$ 13,751.23	\$ 14,026.31		
District Engineer II	\$12,109.24	\$ 12,714.87	\$ 13,350.83		\$ 14,719.12	\$ 15,455.09	\$ 16,227.64	\$17,039.19	\$ 17,550.35	\$ 17,901.35		
Environmental Services Director	ļ	\$ 9,050.08	\$ 9,502.83	\$ 9,977.93	\$ 10,476.61	\$ 11,000.60	\$ 11,550.41	\$12,128.13	Not applicable	Not applicable		
Environmental Specialist in Training	\$ 5,834,23	\$ 6,125.77	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	Net Applicable.	Not applicable	Not applicable		
Environmental Specialist, Grade I	6,432.05	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8, 09.24	\$ 8,619.69	t Applicable.	Not applicable	Not applicable		
Environmental Specialist, Grade II	\$ 6,7 3.59	91.3	\$ 1,4- 05	1010	\$ 0,20 24	9.6	D 9,05 JO		Not applicable	Not applicable		
Environmental Specialist, Grade III	7,0 1.24	446.0	37.040 37	\$ 8, 224	9 9.640 59	\$ 9, 50.	5 .83	9,977.93	Not applicable	Not applicable		
General Manager*				-	₽ <sub>4</sub> ,C	tract 7 BD		<b>4</b>				
Leadsman Collection Line Worker	ø 5,95c	1. 2	\$0.49	\$ 6,0	\$2.68	,L.34.6b	7,9745	8,373.21	Not applicable	Not applicable		
Line Maintenance Worker	\$ 4,895.63	\$ 140.55	\$ 5,397.60	\$ 5,667.31	\$ 5,950.71	\$ 6,248.32	\$ 6,560.49	Not Applicable.	Not applicable	Not applicable		
Line Maintenance Worker, Grade I	\$ 5,140.55	\$ 5,397.60	\$ 5,667.31	\$ 5,950.71	\$ 6,248.32	\$ 6,560.49	\$ 6,888.44	Not Applicable.	Not applicable	Not applicable		
Line Maintenance Worker, Grade II	\$ 5,397.60	\$ 5,667.31	\$ 5,950.71	\$ 6,248.32		\$ 6,888.44	\$ 7,232.68	\$ 7,594.60	Not applicable	Not applicable		
Line Maintenance Worker, Grade III	\$ 5,667.31	\$ 5,950.71	\$ 6,248.32	\$ 6,560.49		\$ 7,232.68	\$ 7,594.60	\$ 7,974.55	Not applicable	Not applicable		
Operator in Training	\$ 5,039.84	\$ 5,291.87	\$ 5,556.20			\$ 6,432.05	\$ 6,753.59	Not Applicable.	Not applicable	Not applicable		
Operator, Grade I	\$ 5,556.20	\$ 5,834.23	\$ 6,125.77	\$ 6,432.05	<u> </u>	· · · · · · · · · · · · · · · · · · ·		Not Applicable.	Not applicable	Not applicable		
Operator, Grade II	\$ 6,125.77	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24		\$ 7,818.37		\$ 8,619.69	Not applicable	Not applicable		
Operator, Grade III	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37		\$ 8,619.69	\$ 9,050.08	\$ 9,502.83	Not applicable	Not applicable		
Operator, Lead	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8,209.24				\$ 9,977.93	Not applicable	Not applicable		
Plant Manager I	\$ 9,645.31	\$ 10,127.35	\$ 10,633.48		\$ 11,723.40		\$ 12,924.77			\$ 14,257.53		
Plant Manager II		\$ 11,165.09	\$ 11,723.40		\$ 12,924.77		\$ 14,249.73					
Plant Operations and Maintenance Supervisor	\$ 9,050.08	\$ 9,502.83	\$ 9,977.93	\$ 10,476.61	\$ 11,000.60	<b>  \$ 11,550.41</b>	\$ 12,128.13	\$ 12,734.45	Not applicable	Not applicable		
Part Time Positions	100000000000000000000000000000000000000	100000										
Interim General Manager	Hourly rate of \$104.754											

How to Use this Pay Scale: Steps 1 through 5 are the regular levels for all positions.

In addition, except as identified above, the following also applies:

Dual certification may be available for an additional 5% of pay.

Triple certification may be available for an additional 5% of pay.

A longevity step may be available for an additional 5% of pay.

Additional 3% longevity step after 10 years continuous District service may be available for management positions.

Additional 2% longevity steps after 15 years continuous District service may be available for management positions.

Pay scale reflects COLA of 2.5% effective July 1, 2018 excluding Interim General Manager who is under a retired annuitant working under contract with the District effective December 14, 2017 at the hourly rate shown.

\*General Manager position is vacant at this time.

Board adopted: 6/14/2018



## Las Gallinas Valley Sanitary District Pay Scales as of July 1, 2018

**Monthly Salary Range** 

Administrative Financial Specialist   \$ 5,629.69   \$ 5,911.19   \$ 6,206.89   \$ 6,617.33   \$ 6,842.85   \$ 7,185.86   \$ 7,785.85   \$ 7,785.86   \$ 7,921.86   \$ 8,733.75   \$ 8,	Full Time Positions	Step 1	Step 2	:	Step 3	Step 4	19	Step 5	Т	Step 6	т-	Step 7	Ston 9	Ti -			
Administrative Services Manager   \$ 6,517.33 \$ 6,842.85 \$ 7,185.96 \$ 7,544.85 \$ 7,544.85 \$ 7,542.88 \$ 3,317.75 \$ 8,273.75 \$ 9,170.57 \$ Not applicable Not applicable Administrative Services Manager   \$ 1511,008.76 \$ 11,664.47 \$ 12,247.56 \$ 12,247.56 \$ 12,247.56 \$ 12,247.56 \$ 12,247.56 \$ 12,247.59 \$ 12,24	Administrative Financial Specialist I	\$ 5,629.69	\$ 5.911.19		i		\$		+		6		Step 8	+		-	ngevity 2%
Administrative Services Manager   \$10,076.04 \$ 10,579.75 \$ 1,110.87.6 \$ 11,684.47 \$ 12,247.56 \$ 12,859.95 \$ 15,502.67 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 12,247.56 \$ 13,859.95 \$ 15,502.67 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 12,247.56 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 12,247.56 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 12,247.56 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 13,802.87 \$ 14,107.97 \$ 14,603.3 \$ 14,864.74 \$ 13,802.87 \$ 14,107.97 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$ 14,603.87 \$ 14,107.97 \$	Administrative Financial Specialist II						<u> </u>		+		<del>-</del>			+			
Administrative Services Manager	Administrative Services Manager I	\$10,076.04		<u> </u>					<u> </u>		<u> </u>			-		+	· · · · · · · · · · · · · · · · · · ·
Assistant Engineer	Administrative Services Manager II						Ī	····	-					<del>  `</del>		<del> </del>	14,895.40
Associate Engineer	Assistant Engineer						·		_		-			<del> </del>		<del>-</del>	16,421.95
Building and Ground Maintenance Worker   \$ 4,417.40   \$ 4,638.05   \$ 4,859.97   \$ 5,113.33   \$ 5,368.83   \$ 5,597.32   \$ 5,919.68   \$ 12,234.23   Not applicable to Not applicable to District Administrative Assistant   \$ 5,629.99   \$ 5,911.91   \$ 6,206.89   \$ 6,617.33   \$ 6,6842.85   \$ 7,185.36   \$ 7,544.85   \$ 7,224.85   \$ 13,870.31   \$ 14,14	Associate Engineer													<del></del>	<del>- ' '</del>	<del> </del>	
Collection System/Safety Manager   \$9,570.43   \$10,048.65   \$10,550.97   \$11,078.77   \$11,632.75   \$12,214.45   \$12,825.28   \$13,666.48   \$13,870.31   \$14,145   \$16,227.64   \$13,870.31   \$14,145   \$16,227.64   \$13,870.31   \$14,145   \$16,227.64   \$13,870.31   \$14,145   \$16,227.64   \$17,039.19   \$16,227.64   \$13,870.31   \$14,145   \$16,227.64   \$17,039.19   \$16,227.64   \$17,039.19   \$16,227.64   \$17,039.19   \$17,550.35   \$17,010.31   \$14,145   \$16,227.64   \$17,039.19   \$16,227.64   \$17,039.19   \$17,550.35   \$14,020   \$16,227.64   \$17,039.19   \$17,550.35   \$14,020   \$16,227.64   \$17,039.19   \$17,550.35   \$14,020   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000   \$17,000   \$17,550.10   \$12,128.13   \$14,020   \$16,227.64   \$17,039.19   \$17,550.35   \$17,000	Building and Ground Maintenance Worker						_				***********						· · · · · · · · · · · · · · · · · · ·
District Engineer	Collection System/Safety Manager	\$ 9,570,43							_		-			-			···
District Engineer   S 9,488.09 S 9,962.33 S 10,460.67 S 10,983.79 S 11,532.56 S 12,109.24 S 12,714.87 S 13,350.83 S 14,020.   District Engineer II S12,109.24 S 12,714.87 S 13,350.83 S 14,018.16 S 14,719.12 S 15,455.09 S 16,227.64 S 17,039.19 S 17,550.35 S 17,901.00 S 12,000.00 S 15,000.00 S 17,000.00 S 11,550.41 S 12,128.13 Not applicable Not applicable Environmental Specialist, Grade I S 6,432.05 S 6,753.59 S 7,091.24 S 7,446.05 S 7,818.37 S 8,209.24 S 8,619.69 S 9,050.08 S 9,050.	District Administrative Assistant				~~				-		<del></del>			<del>-</del>		<del></del>	14,147.81
District Engineer	District Engineer I			·-					· ·		<u> </u>			-			
Environmental Services Director	District Engineer II													<del></del>			14,026.31
Environmental Specialist, Grade I \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 \$ 9,977.93 Not applicable Not applicable Environmental Specialist, Grade II \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 Not applicable Not applicable Not applicable Environmental Specialist, Grade III \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 Not applicable Not applicab	Environmental Services Director				9 502 83									<u> </u>			17,901.35
Environmental Specialist, Grade I \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.08 Not applicable Not applicable Environmental Specialist, Grade II \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.08 Not applicable Not applicable Environmental Specialist, Grade III \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.08 Not applicable Not applicable Environmental Specialist, Grade III \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.08 \$ 9,977.93 Not applicable Not applicable Environmental Specialist, Grade II \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ 8,373.21 Not applicable Not applicable Line Maintenance Worker \$ 4,895.63 \$ 5,140.55 \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable. Not applicable Line Maintenance Worker, Grade I \$ 5,140.55 \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable. Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 Not applicable Not applicable Not applicable Inversion in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 Not applicable Not applicable Operator in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 Not applicable Not applicable Operator, Grade II \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 Not applicable Not applicable Not applicable Operator, Grade II \$ 5,566.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 \$ Not applicable N	Environmental Specialist in Training							<del></del>			_			<del> </del>			
Environmental Specialist, Grade II \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 \$ 9,502.83 Not applicable Not applicable Cenvironmental Specialist, Grade III \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 \$ 9,502.83 Not applicable Not applicable Ceneral Manager*  By Contract TBD  Line Maintenance Worker \$ 4,895.63 \$ 5,140.55 \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ 8,373.21 Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ 8,373.21 Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ Not applicable Not applicable Not applicable Not applicable Not applicable Not applicable Operator in Training \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 \$ Not applicable Not applicable Operator, Grade II \$ 5,562.05 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ Not Applicable Not applicable Not applicable Operator, Grade II \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,977.93 \$ Not applicable Not appli	Environmental Specialist, Grade I						<u> </u>		<u> </u>		<u> </u>						
Environmental Specialist, Grade III \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 \$ 9,977.93 Not applicable Not applicable And applicable Not applicable No	Environmental Specialist, Grade II						-		-		Ť						
By Contract TBD	Environmental Specialist, Grade III								<u> </u>								·
Laddsman Collection Line Worker         \$ 5,950.71         \$ 6,248.32         \$ 6,560.49         \$ 6,888.44         \$ 7,232.68         \$ 7,594.60         \$ 7,974.55         \$ 8,373.21         Not applicable         Not applicable           Line Maintenance Worker         \$ 4,895.63         \$ 5,140.55         \$ 5,397.60         \$ 5,667.31         \$ 5,950.71         \$ 6,248.32         \$ 6,560.49         Not Applicable	General Manager*			<u> </u>	1,010.01	<b>♥</b> 0,200.24	<u> </u>		<u> </u>		φ	9,502.83	\$ 9,977.93	Not	applicable	Not a	pplicable
Line Maintenance Worker, Grade I \$ 4,895.63 \$ 5,140.55 \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable Not applicable Line Maintenance Worker, Grade III \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 Not applicable Not applicable Operator in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 Not applicable Not applicable Operator, Grade II \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 Not Applicable Not applicable Operator, Grade II \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 Not Applicable Not applicable Operator, Grade III \$ 5,755.50 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 Not Applicable Not applicable Operator, Grade III \$ 5,755.50 \$ 7,991.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 Not applicable Not applicable Operator, Lead \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 Not applicable Not applicable Plant Manager II \$ 10,633.48 \$ 11,165.09 \$ 11,723.40 \$ 12,939.44 \$ 12,924.77 \$ 13,570.96 \$ 13,977.95 \$ 14,257 \$ 14,	Leadsman Collection Line Worker	\$ 5,950,71	\$ 6.248.32	\$	6 560 49	\$ 6.888.44	\$				6	7.074.55	E 0.070.04	r			
Line Maintenance Worker, Grade I \$ 5,140.55 \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable. Not applicable Not applicable Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 Not Applicable. Not applicable Not applicable Line Maintenance Worker, Grade III \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 Not applicable Not applicable Operator in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 Not Applicable. Not applicable Not applicable Operator, Grade II \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 Not Applicable. Not applicable Not applicable Operator, Grade II \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,502.83 Not applicable Not applicable Operator, Lead \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,502.83 Not applicable Not applicable Plant Manager II \$ 10,633.48 \$ 11,165.09 \$ 11,723.40 \$ 12,309.44 \$ 12,924.77 \$ 13,570.96 \$ 14,291.73 \$ 14,961.79 \$ 15,410.55 \$ 15,410.55 \$ 15,410.55 \$ 15,410.55 \$ 15,410.55 \$ 15,410.55 \$ 15,410.55 \$ 10,476.61 \$ 11,500.60 \$ 11,50	Line Maintenance Worker																
Line Maintenance Worker, Grade II \$ 5,397.60 \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 Not applicable Not applicable Operator in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 Not applicable Not applicable Operator, Grade I \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,502.83 \$ 0,000.49	Line Maintenance Worker, Grade I						<u> </u>		<u> </u>	<u> </u>					<del></del>		
Line Maintenance Worker, Grade III \$ 5,667.31 \$ 5,950.71 \$ 6,248.32 \$ 6,560.49 \$ 6,888.44 \$ 7,232.68 \$ 7,594.60 \$ 7,974.55 Not applicable Not applicable Operator in Training \$ 5,039.84 \$ 5,291.87 \$ 5,556.20 \$ 5,834.23 \$ 6,125.77 \$ 6,432.05 \$ 6,753.59 \$ 7,091.24 \$ 7,446.05 \$ 7,818.37 \$ 8,209.24 \$ 8,619.69 \$ 9,050.08 \$ 9,977.93 \$ 10,633.48 \$ 11,165.09 \$ 11,723.40 \$ 12,309.44 \$ 12,224.77 \$ 13,570.96 \$ 13,977.95 \$ 15,410.55 \$	Line Maintenance Worker, Grade II						<u> </u>		_		<u> </u>						***
Operator in Training         \$ 5,039.84         \$ 5,291.87         \$ 5,556.20         \$ 5,834.23         \$ 6,432.05         \$ 6,432.05         \$ 6,432.05         \$ 6,753.59         Not applicable         N	Line Maintenance Worker, Grade III										<u> </u>						
Operator, Grade I         \$ 5,556.20         \$ 5,834.23         \$ 6,125.77         \$ 6,432.05         \$ 6,753.59         \$ 7,091.24         \$ 7,446.05         \$ 7,091.24         \$ 7,446.05         Not Applicable         Not appl							<u> </u>						<u>-</u>				<del>*:-}</del>
Operator, Grade II         \$ 6,125.77         \$ 6,432.05         \$ 6,753.59         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         Not applicable         Not applicable         Not applicable           Operator, Grade III         \$ 6,753.59         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         \$ 9,502.83         Not applicable         Not applicable           Operator, Lead         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         \$ 9,050.08         \$ 9,502.83         Not applicable         Not applicable </td <td>Operator, Grade I</td> <td></td> <td></td> <td></td> <td></td> <td>,</td> <td><u> </u></td> <td></td> <td></td> <td></td> <td>·</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Operator, Grade I					,	<u> </u>				·						
Operator, Grade III         \$ 6,753.59         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         \$ 9,050.08         \$ 9,502.83         Not applicable         Not applicable           Operator, Lead         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         \$ 9,050.08         \$ 9,502.83         Not applicable         Not applicable           Plant Manager I         \$ 9,645.31         \$ 10,127.35         \$ 10,633.48         \$ 11,165.09         \$ 11,723.40         \$ 12,309.44         \$ 12,924.77         \$ 13,570.96         \$ 13,977.95         \$ 14,257           Plant Manager II         \$ 10,633.48         \$ 11,165.09         \$ 11,723.40         \$ 12,924.77         \$ 13,570.96         \$ 13,977.95         \$ 14,257           Plant Operations and Maintenance Supervisor         \$ 9,050.08         \$ 9,502.83         \$ 9,977.93         \$ 10,476.61         \$ 11,000.60         \$ 11,550.41         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13         \$ 12,128.13	Operator, Grade II					7 0,102.00	<u> </u>							_			
Operator, Lead         \$ 7,091.24         \$ 7,446.05         \$ 7,818.37         \$ 8,209.24         \$ 8,619.69         \$ 9,050.08         \$ 9,502.83         \$ 9,977.93         Not applicable         Not app	Operator, Grade III		,				<u> </u>		<u> </u>								
Plant Manager I   \$ 9,645.31   \$ 10,127.35   \$ 10,633.48   \$ 11,165.09   \$ 11,723.40   \$ 12,309.44   \$ 12,924.77   \$ 13,570.96   \$ 13,570.96   \$ 13,977.95   \$ 14,257   Plant Manager II   \$ 10,633.48   \$ 11,165.09   \$ 11,723.40   \$ 12,309.44   \$ 12,924.77   \$ 13,570.96   \$ 13,570.96   \$ 13,977.95   \$ 14,257   Plant Operations and Maintenance Supervisor   \$ 9,050.08   \$ 9,502.83   \$ 9,977.93   \$ 10,476.61   \$ 11,000.60   \$ 11,550.41   \$ 12,128.13   \$ 12,734.45   \$ 10,100.60   \$ 11,723.40   \$ 12,000.61	Operator, Lead						····								· · · · · · · · · · · · · · · · · · ·		
Plant Manager II \$10,633.48 \$ 11,165.09 \$ 11,723.40 \$ 12,309.44 \$ 12,924.77 \$ 13,570.96 \$ 14,249.73 \$ 14,961.79 \$ 15,410.55 \$	Plant Manager I														· ·		
Plant Operations and Maintenance Supervisor \$ 9,050.08 \$ 9,502.83 \$ 9,977.93 \$ 10,476.61 \$ 11,000.60 \$ 11,550.41 \$ 12,128.13 \$ 12,734.45 Not specificable.	Plant Manager II																14,257,53
																	15,718.91
			,	•	-,-,,,,,,,	<del>\$ 10,470.01</del>	Ψ	11,000.00	φ	11,000.41	₽	12,120.13	φ 12,734.45	Not a	pplicable	Not a	oplicable
Interim General Manager Hourly rate of \$104,754	Interim General Manager							Houdy rat	0.01	@104.754	5 ( )						

How to Use this Pay Scale: Steps 1 through 5 are the regular levels for all positions.

In addition, except as identified above, the following also applies:

Dual certification may be available for an additional 5% of pay.

Triple certification may be available for an additional 5% of pay.

A longevity step may be available for an additional 5% of pay.

Additional 3% longevity step after 10 years continuous District service may be available for management positions.

Additional 2% longevity steps after 15 years continuous District service may be available for management positions.

\*General Manager position is vacant at this time.

Pay scale reflects COLA of 2.5% effective July 1, 2018 excluding Interim General Manager who is under a retired annuitant working under contract with the District effective December 14, 2017 at the hourly rate shown.

Board adopted: 6/14/2018 (corrected 6/28/2018)