



Handout

Agenda Item 4.5

Date June 28, 2018

Consent _____

Staff/Consultant Reports _____

Agenda Item Action Item

Date June 28, 2018

Agenda Summary Report

To: Chris DeGabriele, PE, Interim General Manager *CD*

From: Susan McGuire, Administrative Services Manager *SM*

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	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	Not applicable	Not applicable
Administrative Financial Specialist II	\$ 6,517.33	\$ 6,842.85	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	\$ 8,317.75	\$ 8,733.75	\$ 9,170.55	Not applicable	Not applicable
Administrative Services Manager I	\$ 10,076.04	\$ 10,579.75	\$ 11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,603.33	\$ 14,895.40
Administrative Services Manager II	\$ 11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,886.73	\$ 15,631.20	\$ 16,099.89	\$ 16,421.95
Assistant Engineer	\$ 7,215.87	\$ 7,576.92	\$ 7,956.00	\$ 8,353.45	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	Not applicable	Not applicable
Associate Engineer	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	\$ 10,661.39	\$ 11,194.39	\$ 11,754.08	\$ 12,342.03	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,417.40	\$ 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	\$ 9,570.43	\$ 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	\$ 5,629.69	\$ 5,911.19	\$ 6,206.89	\$ 6,517.33	\$ 6,842.85	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	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	\$ 14,018.16	\$ 14,719.12	\$ 15,455.09	\$ 16,227.64	\$ 17,039.19	\$ 17,550.35	\$ 17,901.35
Environmental Services Director	\$ 8,619.69	\$ 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	Not Applicable	Not applicable	Not applicable
Environmental Specialist, Grade I	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8,209.24	\$ 8,619.69	Not Applicable	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	\$ 9,502.83	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	\$ 9,977.93	Not applicable	Not applicable
General Manager*	By Contract TBD									
Leadsman 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	\$ 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	\$ 7,232.68	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
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	Not Applicable	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	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	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	\$ 9,050.08	\$ 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	\$ 9,977.93	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	\$ 14,257.53
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	\$ 15,718.91
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 applicable	Not applicable
Part Time Positions										
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.

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”.

THEREFORE, BE IT RESOLVED that the Board of Directors of the Las Gallinas Valley Sanitary District does hereby adopt the Pay Scales Effective July 1, 2018, which is attached as Exhibit A and is included by reference, in accordance with the requirements of the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (2 CCR § 570.5).

* * * * *

I hereby certify that the forgoing is a full, true and correct copy of a resolution duly and regularly passed and adopted by the Sanitary Board of the Las Gallinas Valley Sanitary District, Marin County, California, at a regular meeting thereof held on June 14, 2018, by the following vote of the members thereof:

- 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	\$ 5,548.40	\$ 5,825.73	\$ 6,117.11	\$ 6,423.04	\$ 6,743.88	\$ 7,081.19	\$ 7,435.48	\$ 7,807.28	Not applicable	Not applicable
Administrative Financial Specialist II	\$ 6,423.04	\$ 6,743.88	\$ 7,081.19	\$ 7,435.48	\$ 7,807.28	\$ 8,197.28	\$ 8,607.39	\$ 9,037.77	Not applicable	Not applicable
Administrative Services Manager I	\$10,076.04	\$ 10,579.75	\$ 11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,603.33	\$ 14,895.40
Administrative Services Manager II	\$11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,886.73	\$ 15,631.20	\$ 16,100.24	\$ 16,422.12
Assistant Engineer	\$ 7,215.87	\$ 7,576.92	\$ 7,956.00	\$ 8,353.45	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	Not applicable	Not applicable
Associate Engineer	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	\$ 10,661.39	\$ 11,194.39	\$ 11,754.08	\$ 12,342.03	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,417.40	\$ 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	\$ 9,570.43	\$ 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	\$ 6,117.11	\$ 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	\$ 14,018.16	\$ 14,719.12	\$ 15,455.09	\$ 16,227.64	\$ 17,039.19	\$ 17,550.35	\$ 17,901.35
Environmental Services Director	\$ 8,619.69	\$ 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	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade I	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8,199.24	\$ 8,619.69	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade II	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8,199.24	\$ 8,619.69	\$ 9,050.08	\$ 9,502.83	Not applicable	Not applicable	Not applicable
Environmental Specialist, Grade III	\$ 7,818.37	\$ 8,199.24	\$ 8,619.69	\$ 9,050.08	\$ 9,502.83	\$ 9,977.93	Not applicable	Not applicable	Not applicable	Not applicable
General Manager*	By Contract 3D									
Leadsman 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	\$ 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	\$ 7,232.68	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
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	Not Applicable.	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	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	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	\$ 9,050.08	\$ 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	\$ 9,977.93	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	\$ 14,257.53
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	\$ 15,718.91
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 applicable	Not applicable
Part Time Positions										
Interim General Manager	Hourly rate of \$104.754									

Superseded

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.



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	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	Not applicable	Not applicable
Administrative Financial Specialist II	\$ 6,517.33	\$ 6,842.85	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	\$ 8,317.75	\$ 8,733.75	\$ 9,170.55	Not applicable	Not applicable
Administrative Services Manager I	\$10,076.04	\$ 10,579.75	\$ 11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,603.33	\$ 14,895.40
Administrative Services Manager II	\$11,108.76	\$ 11,664.47	\$ 12,247.56	\$ 12,859.95	\$ 13,502.67	\$ 14,177.97	\$ 14,886.73	\$ 15,631.20	\$ 16,099.89	\$ 16,421.95
Assistant Engineer	\$ 7,215.87	\$ 7,576.92	\$ 7,956.00	\$ 8,353.45	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	Not applicable	Not applicable
Associate Engineer	\$ 8,771.19	\$ 9,209.72	\$ 9,670.09	\$ 10,153.69	\$ 10,661.39	\$ 11,194.39	\$ 11,754.08	\$ 12,342.03	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,417.40	\$ 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	\$ 9,570.43	\$ 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	\$ 5,629.69	\$ 5,911.19	\$ 6,206.89	\$ 6,517.33	\$ 6,842.85	\$ 7,185.36	\$ 7,544.85	\$ 7,921.68	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	\$ 14,018.16	\$ 14,719.12	\$ 15,455.09	\$ 16,227.64	\$ 17,039.19	\$ 17,550.35	\$ 17,901.35
Environmental Services Director	\$ 8,619.69	\$ 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	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade I	\$ 6,432.05	\$ 6,753.59	\$ 7,091.24	\$ 7,446.05	\$ 7,818.37	\$ 8,209.24	\$ 8,619.69	Not Applicable.	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	\$ 9,502.83	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	\$ 9,977.93	Not applicable	Not applicable
General Manager*	By Contract TBD									
Leadsman 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.	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
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	Not Applicable.	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	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	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	\$ 9,050.08	\$ 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	\$ 9,977.93	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	\$ 14,257.53
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	\$ 15,718.91
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 applicable	Not applicable
Part Time Positions										
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.