

**RESOLUTION NO. 2020-2197**

**A RESOLUTION ADOPTING THE PAY SCALES EFFECTIVE JULY 1, 2020  
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, 2020, 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 18, 2020, by the following vote of the members thereof:

AYES, and in favor thereof, Members: *Clark, Elias, Murray, Schickman, Yezman.*  
NOES, Members: *None.*  
ABSENT, Members: *None.*  
ABSTAIN, Members: *None.*



Teresa L. Lerch, District Secretary  
Las Gallinas Valley Sanitary District

APPROVED:



Rabi Elias, Board President

(seal)





Las Gallinas Valley Sanitary District  
Pay Scales as of July 1, 2020

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 Coordinator	\$ 5,325.69	\$ 5,605.98	\$ 5,901.03	\$ 6,211.61	\$ 6,522.20	\$ 6,522.20	\$ 6,522.20	\$ 6,522.20	N/A	N/A
Administrative Financial Specialist I	\$ 6,016.09	\$ 6,316.92	\$ 6,632.91	\$ 6,964.66	\$ 7,312.52	\$ 7,678.54	\$ 8,062.71	\$ 8,465.40	N/A	N/A
Administrative Financial Specialist II	\$ 6,964.66	\$ 7,312.52	\$ 7,678.54	\$ 8,062.71	\$ 8,465.40	\$ 8,888.66	\$ 9,333.22	\$ 9,799.99	N/A	N/A
Administrative Services Manager I	\$ 10,767.63	\$ 11,305.92	\$ 11,871.23	\$ 12,465.09	\$ 13,088.21	\$ 13,742.63	\$ 14,429.46	\$ 15,151.11	\$ 15,605.67	\$ 15,917.78
Administrative Services Manager II	\$ 11,871.23	\$ 12,465.09	\$ 13,088.21	\$ 13,742.63	\$ 14,429.46	\$ 15,151.11	\$ 15,908.52	\$ 16,704.08	\$ 17,204.95	\$ 17,549.11
Assistant Engineer	\$ 7,711.15	\$ 8,096.98	\$ 8,502.08	\$ 8,926.81	\$ 9,373.22	\$ 9,841.86	\$ 10,333.82	\$ 10,850.61	N/A	N/A
Associate Engineer	\$ 9,373.22	\$ 9,841.86	\$ 10,333.82	\$ 10,850.61	\$ 11,393.17	\$ 11,962.75	\$ 12,560.85	\$ 13,189.16	N/A	N/A
Building & Ground Maint Worker	\$ 4,720.60	\$ 4,956.40	\$ 5,204.23	\$ 5,464.29	\$ 5,737.34	\$ 6,024.25	\$ 6,325.99	\$ 6,642.18	N/A	N/A
Collection System/Safety Manager	\$ 10,227.32	\$ 10,738.36	\$ 11,275.17	\$ 11,839.19	\$ 12,431.19	\$ 13,052.82	\$ 13,705.57	\$ 14,390.74	\$ 14,822.34	\$ 15,118.88
District Administrative Assistant	\$ 6,016.09	\$ 6,316.92	\$ 6,632.91	\$ 6,964.66	\$ 7,312.52	\$ 7,678.54	\$ 8,062.71	\$ 8,465.40	N/A	N/A
District Engineer I	\$ 10,139.33	\$ 10,646.12	\$ 11,178.66	\$ 11,737.69	\$ 12,324.13	\$ 12,940.39	\$ 13,587.58	\$ 14,267.20	\$ 14,695.07	\$ 14,989.05
District Engineer II	\$ 12,940.39	\$ 13,587.58	\$ 14,267.20	\$ 14,980.33	\$ 15,729.40	\$ 16,515.89	\$ 17,341.47	\$ 18,208.71	\$ 18,754.97	\$ 19,130.05
Environmental Services Director	\$ 9,211.32	\$ 9,671.26	\$ 10,155.08	\$ 10,662.79	\$ 11,195.70	\$ 11,755.65	\$ 12,343.20	\$ 12,960.57	N/A	N/A
Laboratory Technician in Training	\$ 6,234.67	\$ 6,546.23	\$ 6,873.53	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	N/A	N/A	N/A
Laboratory Technician, Grade I	\$ 6,873.53	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	N/A	N/A	N/A
Laboratory Technician, Grade II	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	\$ 9,671.26	\$ 10,155.08	N/A	N/A
Laboratory Technician, Grade III	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	\$ 9,671.26	\$ 10,155.08	\$ 10,662.79	N/A	N/A
General Manager	By Contract \$20,086.56									
Skilled Maintenance Worker I	\$ 5,493.41	\$ 5,768.08	\$ 6,056.48	\$ 6,359.30	\$ 6,677.26	\$ 7,011.12	\$ 7,361.68	N/A	N/A	N/A
Skilled Maintenance Worker II	\$ 6,677.27	\$ 7,011.13	\$ 7,361.69	\$ 7,729.77	\$ 8,116.26	\$ 8,522.08	\$ 8,948.18	\$ 9,395.59	N/A	N/A
Leadsman Collection Line Worker	\$ 6,359.15	\$ 6,677.19	\$ 7,010.79	\$ 7,361.24	\$ 7,729.11	\$ 8,115.87	\$ 8,521.90	\$ 8,947.93	N/A	N/A
Line Maintenance Worker	\$ 5,231.66	\$ 5,493.39	\$ 5,768.08	\$ 6,056.30	\$ 6,359.15	\$ 6,677.19	\$ 7,010.79	N/A	N/A	N/A
Line Maintenance Worker, Grade I	\$ 5,493.39	\$ 5,768.08	\$ 6,056.30	\$ 6,359.15	\$ 6,677.19	\$ 7,010.79	\$ 7,361.24	N/A	N/A	N/A
Line Maintenance Worker, Grade II	\$ 5,768.08	\$ 6,056.30	\$ 6,359.15	\$ 6,677.19	\$ 7,010.79	\$ 7,361.24	\$ 7,729.11	\$ 8,115.87	N/A	N/A
Line Maintenance Worker, Grade III	\$ 6,056.30	\$ 6,158.98	\$ 6,467.01	\$ 6,790.11	\$ 7,129.54	\$ 7,485.82	\$ 7,860.41	\$ 8,253.66	N/A	N/A
Operator in Training	\$ 5,385.76	\$ 5,655.10	\$ 5,937.57	\$ 6,234.67	\$ 6,546.23	\$ 6,873.53	\$ 7,217.14	N/A	N/A	N/A
Operator, Grade I	\$ 5,937.57	\$ 6,234.67	\$ 6,546.23	\$ 6,873.53	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	N/A	N/A	N/A
Operator, Grade II	\$ 6,546.23	\$ 6,873.53	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	N/A	N/A
Operator, Grade III	\$ 7,217.14	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	\$ 9,671.26	\$ 10,155.08	N/A	N/A
Operator, Lead	\$ 7,577.97	\$ 7,957.13	\$ 8,355.01	\$ 8,772.70	\$ 9,211.32	\$ 9,671.26	\$ 10,155.08	\$ 10,662.79	N/A	N/A
Plant Manager I	\$ 10,307.34	\$ 10,822.47	\$ 11,363.34	\$ 11,931.44	\$ 12,528.06	\$ 13,154.33	\$ 13,811.90	\$ 14,502.44	\$ 14,937.36	\$ 15,236.13
Plant Manager II	\$ 11,363.34	\$ 11,931.44	\$ 12,528.06	\$ 13,154.33	\$ 13,811.90	\$ 14,502.44	\$ 15,227.80	\$ 15,988.73	\$ 16,468.29	\$ 16,797.81
Plant Operations & Maint Supervisor	\$ 9,671.26	\$ 10,155.08	\$ 10,662.79	\$ 11,195.70	\$ 11,755.65	\$ 12,343.20	\$ 12,960.57	\$ 13,608.51	N/A	N/A
Part Time Positions										

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

Payscale reflects General Manager rate per contract

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.