

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF DIRECTORS OF
COUNTY SANITATION DISTRICT NO. 2
HELD AT THE OFFICE OF THE DISTRICT
AND AT THE KENNETH HAHN HALL OF ADMINISTRATION
VIA TELECONFERENCE

June 28, 2023
1:30 o'clock, P.M.

The Board of Directors of County Sanitation District No. 2 of Los Angeles County met in regular session via teleconference.

There were present: Ross Maza, Alternate Director from Alhambra
Ali Sajjad Taj, Alternate Director from Artesia
Ali Saleh, Alternate Director from Bell
Marco Barcena, Alternate Director from Bell Gardens
Sonny Santa Ines, Director from Bellflower
Bruce Barrows, Director from Cerritos
Hugo Argumedo, Director from Commerce
Emma Sharif, Director from Compton
Suely Saro, Alternate Director from Long Beach
Tim McOsker, Alternate Director from Los Angeles City, via teleconference
Ana Valencia, Director from Norwalk
Isabel Aguayo, Director from Paramount
Tony Ding, Alternate Director from San Gabriel
Judith Merlo, Alternate Director from Vernon
Kathryn Barger, Temporary Alternate Director from Los Angeles County, via teleconference
Cathy Warner, Chairperson, Alternate Director from Whittier

Absent: Claudia Frometa, Director from Downey
David Torres, Director from Montebello
Jose Sanchez, Director from Monterey Park
Erik Lutz, Director from Pico Rivera
Maria Avalos, Director from South Gate

Also present: Kimberly S. Christensen, Secretary to the Board
Jessica Lienau, District Counsel

CONSENT AGENDA

Upon motion of Director Taj, duly seconded and unanimously carried by a roll call vote with Director Sharif absent from the vote, the Consent Agenda was approved as follows:

RE: PUBLIC COMMENT The Chairperson announced this was the time for any questions or comments by members of the public. There were no public comments or questions to address to Board on any matters.

RE: TEMPORARY ALTERNATE DIRECTOR FROM LOS ANGELES COUNTY A notice given by Supervisor Janice Hahn, Chairperson of the Board of Supervisors of Los Angeles County, to the Board Secretary's Office appointing Supervisor Kathryn Barger, a member of the Board of Supervisors of Los Angeles County, to serve as temporary alternate Director from the county, to attend the meeting of June 28, 2023, is in the file in the Secretary's office.

RE: MINUTES The minutes of the regular meeting held June 14, 2023, abstaining. were approved with Directors Barcena and Aguayo

RE: LEGAL SERVICES PAYMENT AND REIMBURSEMENT OF EXPENSES ADVANCED An invoice dated May 30, 2023, from Lewis Brisbois, Bisgaard & Smith LLP, in the amount of \$201,926.10 for professional services rendered and reimbursement of expenses advanced in various Districts' matters during the month of April 2023, was approved, and the Chief

Engineer and General Manager was authorized to have a warrant drawn in full payment of the invoice, the charges to be distributed to the affected Districts.

RE: WASTEWATER MANAGEMENT
 SAN JOSE CREEK WATER RECLAMATION
 PLAN STAGE III PRIMARY SEDIMENTATION
 SYSTEM EXPANSION - APPROVAL OF PLANS
 AND CALL FOR BIDS FOR CONSTRUCTION OF

The proposed *San Jose Creek Water Reclamation Plant (WRP) Stage III Primary Sedimentation System Expansion* (Project) will provide increased wet weather treatment capacity and add redundancy to the influent pumping system at San Jose Creek WRP. The Project will include construction of two primary sedimentation

tanks and associated equipment, extension of an existing channel and gallery and concrete repair and installation of a protective plastic liner at various channels. To comply with the California Environmental Quality Act, a Mitigated Negative Declaration was previously approved for the Project by the Board on March 8, 2023. This item is consistent with the Districts’ Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to approve the plans for the San Jose Creek WRP Stage III Primary Sedimentation System Expansion and authorize the Chief Engineer and General Manager to establish a date for the receipt of bids for construction of the work.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Board of Directors of County Sanitation District No. 2 of Los Angeles County found and determined that it will be to the interest and for the advantage of the District and that the public interest requires construction of the *San Jose Creek Water Reclamation Plant Stage III Primary Sedimentation System Expansion*. The detailed plans for construction of the project were approved, adopted, and ordered filed; the Chief Engineer and General Manager was authorized to establish a date for receipt of bids for construction of the project.

REGULAR AGENDA

RE: WASTEWATER MANAGEMENT
 LA MIRADA TRUNK SEWER
 REHABILITATION PHASE I
 AWARD CONTRACT NO. 5541
 TO INSITUFORM TECHNOLOGIES, LLC
 ORDER SECRETARY TO EXECUTE

The *La Mirada Trunk Sewer Rehabilitation Phase I* (Project) will consist of rehabilitation of approximately 2,817 feet of 18-inch and 24-inch diameter corroded concrete pipe and appurtenant structures that were constructed in 1953. The work is located within the Cities of La Mirada, Norwalk, and Santa Fe Springs as shown on the map attached to the agenda. The bid summary/recommendation to award was attached to the agenda. Staff has determined that the Project is exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to California Public Resources Code Sections 21080(b)(4) and Title 14 of the California Code of Regulations (“CEQA Guidelines”) Section 15301. This item is consistent with the Districts’ Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). The bids received at the District’s office on June 6, 2023, for construction of the Project are as follows:

summary/recommendation to award was attached to the agenda. Staff has determined that the Project is exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to California Public Resources Code Sections 21080(b)(4) and Title 14 of the California Code of Regulations (“CEQA Guidelines”) Section 15301. This item is consistent with the Districts’ Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). The bids received at the District’s office on June 6, 2023, for construction of the Project are as follows:

<u>BIDDER</u>	<u>TOTAL BID</u>
Insituform Technologies, LLC	\$490,653.00
Sancon Technologies, Inc.	\$571,161.00
Nor-Cal Pipeline Services	\$970,585.00

The bid of Insituform Technologies, LLC, was the lowest bid received and that Insituform Technologies, LLC, was the lowest, regular, responsible bidder for the work, and a recommendation was made to award a contract to Insituform Technologies, LLC, at the unit prices stated in its bid amounting to approximately \$490,653. Furthermore, a recommendation was made to order staff to review the insurance and surety bonds for performance and payment and, if sufficient, order the Secretary to execute the contract with Insituform Technologies, LLC, for construction of the Project.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, Contract No. 5541 for construction of the *La Mirada Trunk Sewer Rehabilitation Phase I* was awarded to the lowest, regular, responsible bidder, to wit: Insituform Technologies, LLC, at the unit prices stated in its bid amounting to approximately \$490,653. Furthermore, the Board of Directors of County Sanitation District No. 2 of Los Angeles County ordered the staff to review the insurance and surety bonds for performance and payment and, if sufficient, ordered the Secretary to execute the contract with Insituform Technologies, LLC, for construction of the Project.

RE: FACILITIES PLANNING - ON-CALL PROFESSIONAL CULTURAL RESOURCES SUPPORT SERVICES FOR VARIOUS PROJECTS - AUTHORIZE ISSUANCE OF PURCHASE ORDER TO BARGAS ENVIRONMENTAL CONSULTING, LLC

Consulting services are necessary to provide specialized expertise for required archeological and paleontological surveys and construction monitoring activities for various wastewater and solid waste projects. It is more cost and time effective to use an on-call consultant to perform these services rather than to issue separate requests for proposals for each project due to their small

size. Proposals were solicited from 14 qualified firms and 8 were received. Bargas Environmental Consulting, LLC, (Bargas) was the highest ranked firm based on technical qualifications and cost. Costs for these services will be apportioned to various Districts according to the project or facility served. This item is consistent with the Districts' Guiding Principle of commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to Bargas in the amount of approximately \$120,000 for on-call professional cultural resources support services for various projects.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Purchasing Agent was authorized to issue a purchase order to Bargas Environmental Consulting, LLC, for on-call professional cultural resources support services for various projects, at a cost of approximately \$120,000.

RE: WASTEWATER MANAGEMENT JOINT WATER POLLUTION CONTROL PLANT DEMOLITION OF IN-VESSEL COMPOSTER AUTHORIZE ISSUANCE OF PURCHASE ORDER TO HORIZONS CONSTRUCTION CO. INTERNATIONAL, INC.

An In-Vessel Composter was operated as a research facility at the Joint Water Pollution Control Plant (JWPCP) in the 1990s. The facility was ultimately decommissioned because it was deemed financially nonviable and has occupied space on the JWPCP property for over 20 years. The Demolition of In-Vessel Composter at the JWPCP (Project) will include demolition

and disposal of concrete structures and associated equipment and will recover a buildable space for future expansion. Pursuant to authority previously granted by the Board, the Project will be completed utilizing the Job Order Contracting Program which relies on pre-established competitively-bid construction tasks that will accelerate project delivery and reduce administration and design costs. Staff has determined that the activities described herein are exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to California Public Resources Code Section 21084 and Title 14 of the California Code of Regulations ("CEQA Guidelines") Section 15301. This item is consistent with the Districts' Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to Horizons Construction Co. International, Inc., in the amount of approximately \$212,700 for demolition of an in-vessel composter at the JWPCP.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Purchasing Agent was authorized to issue a purchase order to Horizons Construction Co. International, Inc., for demolition of an in-vessel composter at the Joint Water Pollution Control Plant, at a cost of approximately \$212,700.

RE: SOLID WASTE MANAGEMENT MEDIUM-DUTY VEHICLES AUTHORIZE ISSUANCE OF PURCHASE ORDER TO NATIONAL AUTO FLEET GROUP

These medium-duty vehicles are required for operating and maintaining Districts' facilities. On November 9, 2022, the Board approved issuance of purchase orders to Downtown Ford Sales for 20 Ford medium-duty vehicles and Watsonville Fleet Group for 16 Ford medium-duty vehicles. The two dealers only accepted purchase orders

for 20 of the 36 vehicles due to Ford Motor Company limiting allocation of 2023 model year medium-duty vehicles. Staff recommends the purchase of the remaining 16 vehicles from General Motors through Sourcewell Cooperative Purchasing Agreements (Sourcewell) since recent purchases of these types of vehicles have proven to be the most cost-effective means of procurement. National Auto Fleet Group (NAFG) has the Sourcewell contract for General Motors vehicles, which includes the Chevrolet Silverado medium-duty vehicles. These purchases will be for truck chassis only. Bids will be solicited for the required upfits including utility bodies and ancillary equipment. This item is consistent with the Districts' Guiding Principle of commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to NAFG in the amount of approximately \$755,639 for 16 medium-duty vehicles.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Purchasing Agent was authorized to issue a purchase order to National Auto Fleet Group for 16 medium-duty vehicles, at a cost of approximately \$755,639.

RE: WASTEWATER MANAGEMENT
JOINT WATER POLLUTION CONTROL
PLANT CONDUCT SEVEN-YEAR MAJOR
OVERHAUL OF STEAM TURBINE AND
AUXILIARY EQUIPMENT - AUTHORIZE
ISSUANCE OF PURCHASE ORDER TO
FUJI INDUSTRIAL SERVICES

The Total Energy Facility at the Joint Water Pollution Control Plant (JWPCP) is equipped with three gas turbines and one steam turbine. The Shin-Nippon Machinery Company (SNM) 8.7 megawatt steam turbine, which was installed in 2012 and last overhauled in 2017, will soon complete seven years of continuous operation. The manufacturer recommends a five-to-seven-year major overhaul of the steam turbine and all auxiliary

equipment. Fuji Industrial Services (FIS) is the repair subsidiary of SNM and will perform all overhaul work to ensure that the steam turbine and all auxiliary equipment are returned to as-new condition. This overhaul will provide long-term reliability of the steam turbine. Staff has determined that the activities described herein do not constitute a "Project" under the California Environmental Quality Act (CEQA) pursuant to California Public Resources Code Section 21065 and Title 14 of the California Code of Regulations ("CEQA Guidelines") Section 15301 and 15302. This item is consistent with the Districts' Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to FIS in the amount of approximately \$2,226,000 to conduct a seven-year major overhaul of a steam turbine and auxiliary equipment at the Joint Water Pollution Control Plant.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Purchasing Agent was authorized to issue a purchase order to Fuji Industrial Services to conduct a seven-year major overhaul of a steam turbine and auxiliary equipment at the Joint Water Pollution Control Plant, at a cost of approximately \$2,226,000.

RE: WASTEWATER MANAGEMENT
JOINT WATER POLLUTION CONTROL
PLANT - ROOF REPLACEMENTS
AUTHORIZE ISSUANCE OF
PURCHASE ORDER TO
RITE-WAY ROOFING CORPORATION

The existing roofs on the Joint Water Pollution Control Plant (JWPCP) Construction Management and Industrial Waste Buildings, which are approximately 30 years old, and the JWPCP Electrical and Instrumentation Building, which is approximately 40 years old, are in poor condition and spot repairs are no longer adequate to prevent water leaks. Pursuant to authority previously granted by

the Board, the project will be completed utilizing the Job Order Contracting Program which relies on pre-established competitively bid construction tasks that will accelerate project delivery and reduce administration and design costs. Staff has determined that the Project is exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations ("CEQA Guidelines") Sections 15301 and 15378. This item is consistent with the Districts' Guiding Principle to protect financial and facility assets through prudent investment and maintenance programs. A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue purchase orders to Rite-Way Roofing Corporation for roof replacements at the JWPCP Construction Management and Industrial Waste Building for approximately \$128,198 and the JWPCP Electrical and Instrumentation Building for approximately \$405,383.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Purchasing Agent was authorized to issue purchase orders to Rite-Way Roofing for roof replacements at the Joint Water Pollution Control Plant Construction Management and Industrial Waste Building, at a cost of approximately \$128,198; and for the Joint Water Pollution Control Plant Electrical and Instrumentation Building, at a cost of approximately \$405,383.

RE: TECHNICAL SERVICES
TULARE LAKE COMPOST - PROVIDE
FARMING OPERATION AND PROPERTY
MAINTENANCE SERVICES
AUTHORIZE SUPPLEMENTAL PURCHASE
ORDER TO OLD RIVER FARMING, LLC

The Board previously authorized a purchase order to Old River Farming, LLC, (ORF) in September 2022 to provide farming and other property management services at Tulare Lake Compost (TLC). ORF has performed satisfactorily under the current purchase order, including successfully farming approximately 2,700 acres to produce feed crops. The historic storms and snowpack

earlier this year now allow for substantially increased water availability at low cost, which would facilitate an expansion of the current farming operations. This proposed expansion, which would include farming an additional 6,200 acres at TLC, would effectively utilize the large stockpile of finished compost at the facility as

well as take up residual nitrogen in the soil resulting from previous applications of compost. Additional funds in the amount of approximately \$4,400,000 are needed for ORF to farm the additional acres. Sale of the resulting feed crops would result in revenue to the Districts that will greatly defray this additional cost. Staff has determined that the Project is exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations (“CEQA Guidelines”) Section 15301. This item is consistent with the Districts’ Guiding Principles of commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness); and to maximize use of our assets and resources (recycled water, recyclables, and energy). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a supplemental purchase order to ORF in the amount of approximately \$4,400,000 to provide farming operation and property maintenance services at Tulare Lake Compost.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the Chief Engineer and General Manager, in his capacity as Purchasing Agent, was authorized to a supplemental purchase order to Old River Farming, LLC, to provide farming operation and property maintenance services at Tulare Lake Compost, at a cost of approximately \$4,400,000.

RE: WASTEWATER MANAGEMENT
DISTRICT 2 INTERCEPTOR TRUNK
SEWER REHABILITATION - SPINIELLO
INFRASTRUCTURE WEST, INC.
CONTRACT NO. 5377 - APPROVE CHANGE
ORDERS NOS. 8 AND 9 - EXTRA WORK

As part of the *District 2 Interceptor Trunk Sewer Rehabilitation* (Project), the contractor was required to rehabilitate existing 48-inch, 54-inch, and 57-inch-diameter concrete pipe by constructing access shafts at strategic locations and inserting fiberglass reinforced polymer (FRP) pipe within the deteriorated pipe. During construction, it was determined that at four locations

where the pipe alignment was curved, the contractor would not be able to install the FRP pipe as originally specified due to the manufacturing limitations associated with the liner pipe. The contractor was therefore directed to construct additional access shafts at these four locations to facilitate the FRP pipe installation. Separately, Districts’ survey crews are responsible for marking the exact locations of the access shafts which are needed for this Project by the contractor. At two discrete sites, Districts’ survey crews marked the location of the access shafts incorrectly because the record drawings were inaccurate. This error was not discovered until after the contractor had already begun construction of the access shafts. The contractor was therefore directed to relocate the access shafts to the correct locations to complete the work. These items are consistent with the Districts’ Guiding Principles to protect financial and facility assets through prudent investment and maintenance programs; and commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). The claims have been reviewed and the work determined to be beyond the scope of the plans and specifications. A recommendation was made to approve Change Orders Nos. 8 and 9 to Contract No. 5377 with Spiniello Infrastructure West, Inc., for the Project; resulting in a total payment of \$1,004,249.83 for extra work.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, Change Orders Nos. 8 and 9 to Contract No. 5377 with Spiniello Infrastructure West, Inc., for the construction of *District 2 Interceptor Trunk Sewer Rehabilitation*, resulting in a payment of \$1,004,249.83, were approved.

RE: FINANCIAL MANAGEMENT
AN ORDINANCE PRESCRIBING FEE AND
CHARGE RATES FOR SOLID WASTE
MANAGEMENT ACTIVITIES AT SCHOLL
CANYON LANDFILL - ADOPT
FIND EXEMPT FROM CEQA

An Ordinance Prescribing Fee and Charge Rates for Solid Waste Management Activities at the Scholl Canyon Landfill (SCLF) (Ordinance) was presented for the Board’s consideration. The District operates the SCLF on behalf of the City of Glendale (City) and the County of Los Angeles (County) under a joint powers agreement. Approximately 50 percent of the tipping fee

revenue funds the landfill’s operating and capital costs, with the remainder paid to the City in the form of host payments and lease payments. The District operates at cost and is not responsible for shortfalls in revenue. A letter describing the recommended Board action and the rate increases planned was provided to the Directors prior to the introduction of the Ordinance at the Board’s regular meeting on June 14, 2023. A copy of the letter and the proposed Ordinance accompanied the agenda. The Ordinance would increase the municipal solid and inert waste rate at the SCLF from \$76.37 per ton to \$95.46 per ton, effective August 1, 2023. Changes to the rates for hard-to-handle and bulky items, special handling, and pull-offs are also proposed. The proposed rate increases are necessary to offset increasing operational and capital costs. The City and County have concurred with the increases. This item is consistent with the Districts’ Guiding Principles of commitment to fiscal responsibility and prudent financial stewardship; and to plan for both short-term and long-term needs to minimize the need for significant rate increases. A recommendation was made to adopt the Ordinance. The

Board previously conducted a public hearing and introduced the Ordinance at its regular meeting of June 14, 2023, at which no written or oral communication was received from the public.

Upon motion of Director Taj, duly seconded and unanimously carried by the following vote:

AYES: Directors Maza, Taj, Saleh, Barcena, Santa Ines, Barrows, Argumedo, Saro, McOsker, Valencia, Aguayo, Ding, Merlo, Barger, and Warner

NOES: None

ABSTAIN: None

ABSENT: Directors Sharif, Frometa, Torres, Sanchez, Lutz, and Avalos

An Ordinance Prescribing Fee and Charge Rates for Solid Waste Management Activities at the Scholl Canyon Landfill was adopted. Furthermore, the Board found that adoption of the Ordinance is exempt from the California Environmental Quality Act (CEQA) under 21080(b)(8) of State Guidelines for Implementation of CEQA on the basis that CEQA does not apply to the modification of rates or other charges by the District which are for the purpose of meeting operating expenses, purchasing equipment, and funding capital projects necessary to maintain services within existing service areas; and that the proposed rate increases are for the purpose of (1) meeting operating expenses, including employee wage rates and fringe benefits, (2) purchasing or leasing supplies, equipment, or materials, (3) meeting financial reserve needs and requirements, or (4) obtaining funds for capital projects necessary to maintain service within existing service areas, as reported to the Board of Directors by the Chief Engineer and General Manager and as reflected in the official minutes of the District on file at the office of the District.

RE: DISTRICT EMPLOYEES - ADOPT
AMENDED RESOLUTION SETTING
SALARIES EFFECTIVE JULY 1, 2023

A proposed amended resolution setting salaries and benefits for fiscal year 2023-24 for District employees consistent with agreements approved by Districts' Collective Committee, was presented. Labor agreements establishing cost of living adjustment formulas for all District employees were previously approved by the Collective Committee, comprised of the Directors of all Districts. The cost-of-living adjustment formula contained in the agreements results in an increase of 3.5 percent based on a 3.7 percent increase in the Consumer Price Index for All Urban Consumers in Los Angeles-Riverside-Orange County for the 12-month period ending March 2023. The proposed Salary Resolution incorporates the salary increases effective July 1, 2023, for all classes. A copy of the proposed Resolution was attached to the agenda. A recommendation was made to adopt the Resolution.

Upon motion of Director Taj, duly seconded and unanimously carried by a roll-call vote with Director Sharif absent from the vote, the following Resolution was adopted:

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
SALARY RESOLUTION
EFFECTIVE JULY 1, 2023

SECTION 1. AUTHORIZATION

1.1 The Chief Engineer and General Manager is authorized to employ under this Salary Resolution such persons as are needed to carry out the responsibilities of the District.

1.2 The Chief Engineer and General Manager has the authority to employ persons in excess of the number of authorized positions in any classification contained in the District Salary Schedule. In no event shall the total number of employees exceed the total number of employees authorized in the Salary Schedule.

1.3 The Chief Engineer and General Manager is authorized to cause the necessary studies to be performed and to establish new positions, classifications and appropriate salary ranges to be operative until adoption of the next Salary Resolution.

1.4 The Chief Engineer and General Manager is authorized to establish policies, procedures and practices, which shall pertain to both represented and non-represented employees, that the Chief Engineer and General Manager determines to be appropriate in order to carry out the functions and responsibilities of the

Districts, provided such policies, procedures, and practices are consistent with the agreements approved by the Districts' Collective Committee.

SECTION 2. SALARY SCHEDULE

The salary rates which correspond to the salary ranges and the letter schedules are found in the District's Salary Schedule.

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
<u>BLUE COLLAR UNIT</u>								
B741		AUTOMOTIVE MECHANIC	57H	6773	7151	7550	7971	8416
			60C	7257	7662	8089	8540	9016
B742	5	AUTOMOTIVE MECHANIC	53J	6092	6432	6790	7168	7568
		APPRENTICE II	56D	6528	6891	7275	7681	8109
B743		AUTOMOTIVE MECHANIC	46D	4977	5255	5547	5857	6183
		APPRENTICE I	48K	5333	5630	5944	6275	6625
B804	1	BOAT CAPTAIN	64J	8211	8669	9152	9662	10201
			67D	8798	9289	9807	10354	10931
B806	1	BOAT DECK HAND	50A	5506	5813	6137	6479	6840
			52G	5900	6229	6576	6943	7330
B781	1	CENTRAL INVENTORY SPECIALIST	56A	6479	6840	7221	7624	8049
			58G	6943	7330	7739	8171	8627
B815		COMPOST ELECTRICAL & INSTRUMENT TECH	61D	7476	7893	8333	8798	9289
			63K	8010	8457	8929	9427	9953
B816	1	COMPOST ELECTRICAL & INSTR TECH APP II	54A	6137	6479	6840	7221	7624
			56G	6576	6943	7330	7739	8171
B817		COMPOST ELECTRICAL & INSTR TECH APP I	43B	4565	4820	5089	5372	5671
			45H	4892	5165	5453	5756	6077
B726	1	COMPOST FACILITIES MAINTENANCE MECHANIC	53K	6107	6448	6807	7186	7587
			56E	6544	6908	7293	7700	8129
B728	1	COMPOST OPERATIONS COORDINATOR	53C	6003	6337	6690	7063	7457
			55J	6432	6790	7168	7568	7990
B738	1	COMPOST OPERATIONS AND MAINTENANCE COORDINATOR	57K	6807	7186	7587	8010	8457
			60E	7293	7700	8129	8582	9061

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B636	6	COMPOST OPERATIONS WORKER	43A 45G	4554 4880	4808 5152	5076 5439	5359 5742	5657 6062
B819	5	COMPOST UTILITY EQUIPMENT OPERATOR II	34D	3599	3798	4007	4229	4465
			36K	3853	4066	4292	4532	4785
B820		COMPOST UTILITY EQUIPMENT OPERATOR I	31E	3330	3513	3706	3910	4127
			33L	3564	3761	3967	4188	4421
B625	3	CRANE OPERATOR	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
B734	6	DIESEL EQUIPMENT MECHANIC	59G	7133	7531	7951	8394	8862
			62B	7643	8069	8519	8994	9496
B735		DIESEL EQUIPMENT MECHANIC APPRENTICE II	53C	6003	6337	6690	7063	7457
			55J	6432	6790	7168	7568	7990
B736		DIESEL EQUIPMENT MECHANIC APPRENTICE I	46D	4977	5255	5547	5857	6183
			48K	5333	5630	5944	6275	6625
B617	5	DIESEL EQUIPMENT OPERATOR	54F	6214	6560	6925	7311	7719
			57A	6657	7028	7420	7834	8271
B618		DIESEL EQUIPMENT OPERATOR TRAINEE	44B 46H	4691 5027	4952 5307	5229 5602	5520 5915	5828 6245
B711	60	ELECTRICAL & INSTRUMENTATION TECHNICIAN	64L	8251	8711	9197	9710	10252
			67F	8841	9334	9855	10405	10985
B714		ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE II	57H	6773	7151	7550	7971	8416
			60C	7257	7662	8089	8540	9016
B717		ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE I	46J 49D	5039 5399	5320 5700	5616 6018	5929 6353	6260 6707
B724	5	FACILITIES MAINTENANCE MECHANIC	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
B744		FACILITIES MAINTENANCE MECHANIC APPRENTICE II	56D	6528	6891	7275	7681	8109
			58K	6994	7384	7796	8231	8690
B745		FACILITIES MAINTENANCE MECHANIC APPRENTICE I	52F 55A	5886 6306	6214 6657	6560 7028	6925 7420	7311 7834
B628	2	FLEET SERVICE COORDINATOR	52D 54K	5857 6275	6183 6625	6528 6994	6891 7384	7275 7796

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B629	15	FLEET SERVICE TECHNICIAN II	50D	5547	5857	6183	6528	6891
			52K	5944	6275	6625	6994	7384
B630		FLEET SERVICE TECHNICIAN I	46D	4977	5255	5547	5857	6183
			48K	5333	5630	5944	6275	6625
B791	2	GENERAL SERVICES COORDINATOR II	51F	5728	6048	6385	6740	7116
			54A	6137	6479	6840	7221	7624
B792		GENERAL SERVICES COORDINATOR I	47F	5140	5426	5728	6048	6385
			50A	5506	5813	6137	6479	6840
B793	13	GENERAL SERVICES WORKER II	43F	4611	4868	5140	5426	5728
			46A	4940	5216	5506	5813	6137
B794		GENERAL SERVICES WORKER I	39F	4137	4367	4611	4868	5140
			42A	4432	4679	4940	5216	5506
B631	8	GREEN WASTE OPERATOR II	50D	5547	5857	6183	6528	6891
			52K	5944	6275	6625	6994	7384
B632		GREEN WASTE OPERATOR I	46D	4977	5255	5547	5857	6183
			48K	5333	5630	5944	6275	6625
B685	1	GROUNDS MAINTENANCE COORDINATOR	54L	6291	6641	7011	7402	7815
			57F	6740	7116	7513	7932	8374
B690	13	GROUNDS MAINTENANCE WORKER II	46C	4965	5242	5533	5842	6168
			48J	5320	5616	5929	6260	6608
B692		GROUNDS MAINTENANCE WORKER I	43F	4611	4868	5140	5426	5728
			46A	4940	5216	5506	5813	6137
B720		HEAVY EQUIPMENT MECHANIC	63C	7873	8312	8776	9265	9782
			65J	8436	8906	9403	9927	10481
B721	4	HEAVY EQUIPMENT MECHANIC APPRENTICE II	52K	5944	6275	6625	6994	7384
			55E	6369	6724	7098	7494	7912
B722		HEAVY EQUIPMENT MECHANIC APPRENTICE I	46D	4977	5255	5547	5857	6183
			48K	5333	5630	5944	6275	6625

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B786	1	LABORATORY STOREKEEPER	50A	5506	5813	6137	6479	6840
			52G	5900	6229	6576	6943	7330
B737	2	LEAD AUTOMOTIVE MECHANIC	61H	7550	7971	8416	8885	9381
			64C	8089	8540	9016	9519	10050
B624	1	LEAD CRANE OPERATOR	62K	7796	8231	8690	9175	9687
			65E	8353	8819	9311	9830	10378
B647	1	LEAD DESERT FACILITIES MAINTENANCE WORKER	61F	7513	7932	8374	8841	9334
			64A	8049	8498	8972	9472	10000
B732	2	LEAD DIESEL EQUIPMENT MECHANIC	62K	7796	8231	8690	9175	9687
			65E	8353	8819	9311	9830	10378
B616	1	LEAD DIESEL EQUIPMENT OPERATOR	60L	7402	7815	8251	8711	9197
			63F	7932	8374	8841	9334	9855
B723	2	LEAD FACILITIES MAINTENANCE MECHANIC	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
B688	5	LEAD GROUNDS MAINTENANCE WORKER	50L	5643	5958	6291	6641	7011
			53F	6048	6385	6740	7116	7513
B718	1	LEAD HEAVY EQUIPMENT MECHANIC	66C	8540	9016	9519	10050	10610
			68J	9152	9662	10201	10770	11371
B651	35	LEAD MAINTENANCE & CONSTRUCTION WORKER	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
B746	1	LEAD MACHINIST	63D	7893	8333	8798	9289	9807
			65K	8457	8929	9427	9953	10508
B764	3	LEAD PAINTER	61L	7605	8029	8477	8950	9449
			64F	8149	8603	9083	9590	10125
B811	7	LEAD SITE MAINTENANCE WORKER	47L	5203	5493	5799	6122	6463
			50F	5575	5886	6214	6560	6925
B698	10	LEAD STATIONARY MECHANIC	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
B754	4	LEAD WELDER	63D	7893	8333	8798	9289	9807
			65K	8457	8929	9427	9953	10508

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B748	4	MACHINIST	59D	7081	7476	7893	8333	8798
			61K	7587	8010	8457	8929	9427
B749		MACHINIST APPRENTICE II	54D	6183	6528	6891	7275	7681
			56K	6625	6994	7384	7796	8231
B750		MACHINIST APPRENTICE I	45J	4904	5178	5466	5770	6092
			48D	5255	5547	5857	6183	6528
B654	142	MAINTENANCE & CONSTRUCTION WORKER II	53B	5988	6322	6674	7046	7439
				55H	6416	6773	7151	7550
B656		MAINTENANCE & CONSTRUCTION WORKER I	49B	5372	5671	5988	6322	6674
			51H	5756	6077	6416	6773	7151
B627	2	MOTOR SWEEPER OPERATOR I	46F	5002	5281	5575	5886	6214
			49A	5359	5657	5973	6306	6657
B626	1	MOTOR SWEEPER OPERATOR II	53F	6048	6385	6740	7116	7513
			56A	6479	6840	7221	7624	8049
B768	12	PAINTER	57L	6823	7203	7605	8029	8477
				60F	7311	7719	8149	8603
B769		PAINTER APPRENTICE II	54D	6183	6528	6891	7275	7681
			56K	6625	6994	7384	7796	8231
B770		PAINTER APPRENTICE I	45J	4904	5178	5466	5770	6092
			48D	5255	5547	5857	6183	6528
B612	15	POWER EQUIPMENT OPERATOR III	63C	7873	8312	8776	9265	9782
				65J	8436	8906	9403	9927
B613		POWER EQUIPMENT OPERATOR II	61C	7457	7873	8312	8776	9265
				63J	7990	8436	8906	9403
B614		POWER EQUIPMENT OPERATOR TRAINEE II	50D	5547	5857	6183	6528	6891
			52K	5944	6275	6625	6994	7384
B615	POWER EQUIPMENT OPERATOR TRAINEE I	46D	4977	5255	5547	5857	6183	
			48K	5333	5630	5944	6275	6625
B662	16	PUMPING PLANT OPERATOR	54J	6260	6608	6977	7366	7777
			57D	6707	7081	7476	7893	8333

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B634	0	REFUSE OPERATIONS HELPER	44B 46H	4691 5027	4952 5307	5229 5602	5520 5915	5828 6245
B635	12	REFUSE SITE ATTENDANT	40H 43C	4271 4577	4510 4832	4761 5101	5027 5386	5307 5685
B668	2	RESEARCH MAINTENANCE WORKER II	57B 59H	6674 7151	7046 7550	7439 7971	7854 8416	8292 8885
B670		RESEARCH MAINTENANCE WORKER I	52F 55A	5886 6306	6214 6657	6560 7028	6925 7420	7311 7834
B802	1	SENIOR BOAT CAPTAIN	66J 69D	8669 9289	9152 9807	9662 10354	10201 10931	10770 11540
B706	2	SENIOR COMPOST ELECTRICAL & INSTRUMENTATION TECHNICIAN	63D 65K	7893 8457	8333 8929	8798 9427	9289 9953	9807 10508
B708	27	SENIOR ELECTRICAL & INSTRUMENTATION TECHNICIAN	66L 69F	8711 9334	9197 9855	9710 10405	10252 10985	10824 11598
B689	7	SENIOR GROUNDS MAINTENANCE WORKER	48C 50J	5242 5616	5533 5929	5842 6260	6168 6608	6511 6977
B719	1	SENIOR HEAVY EQUIPMENT MECHANIC	65C 67J	8312 8906	8776 9403	9265 9927	9782 10481	10328 11066
B747	1	SENIOR MACHINIST	61D 63K	7476 8010	7893 8457	8333 8929	8798 9427	9289 9953
B652	40	SENIOR MAINTENANCE & CONSTRUCTION WORKER	57B 59H	6674 7151	7046 7550	7439 7971	7854 8416	8292 8885
B766	2	SENIOR PAINTER	59L 62F	7203 7719	7605 8149	8029 8603	8477 9083	8950 9590
B610	4	SENIOR POWER EQUIPMENT OPERATOR	65C 67J	8312 8906	8776 9403	9265 9927	9782 10481	10328 11066
B661	6	SENIOR PUMPING PLANT OPERATOR	57J 60D	6790 7275	7168 7681	7568 8109	7990 8561	8436 9038
B666	2	SENIOR RESEARCH MAINTENANCE WORKER	61B 63H	7439 7971	7854 8416	8292 8885	8754 9381	9242 9904

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B700	15	SENIOR STATIONARY MECHANIC	63B 65H	7854 8416	8292 8885	8754 9381	9242 9904	9757 10456
B604	3	SENIOR WEIGHSCALE OPERATOR I	52A 54G	5813 6229	6137 6576	6479 6943	6840 7330	7221 7739
B602	4	SENIOR WEIGHSCALE OPERATOR II	54A 56G	6137 6576	6479 6943	6840 7330	7221 7739	7624 8171
B756	4	SENIOR WELDER	61D 63K	7476 8010	7893 8457	8333 8929	8798 9427	9289 9953
B619	4	SEWERAGE SYSTEMS VACUUM TRUCK DRIVER	55F 58A	6385 6840	6740 7221	7116 7624	7513 8049	7932 8498
B812	17	SITE MAINTENANCE WORKER	33E 35L	3513 3761	3706 3967	3910 4188	4127 4421	4356 4668
B621	2	SOLID WASTE OPERATIONS COORDINATOR I	57B 59H	6674 7151	7046 7550	7439 7971	7854 8416	8292 8885
B620	6	SOLID WASTE OPERATIONS COORDINATOR II	60F 63A	7311 7834	7719 8271	8149 8732	8603 9219	9083 9733
B702		STATIONARY MECHANIC	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
B703	60	STATIONARY MECHANIC APPRENTICE II	56D	6528	6891	7275	7681	8109
			58K	6994	7384	7796	8231	8690
B704		STATIONARY MECHANIC APPRENTICE I	52F	5886	6214	6560	6925	7311
			55A	6306	6657	7028	7420	7834
B788	18	STOCK CLERK	46A 48G	4940 5294	5216 5588	5506 5900	5813 6229	6137 6576
B640	137	TREATMENT PLANT OPERATOR I	59C	7063	7457	7873	8312	8776
			61J	7568	7990	8436	8906	9403
B642	137	ASSISTANT TREATMENT PLANT OPERATOR	57D	6707	7081	7476	7893	8333
			59K	7186	7587	8010	8457	8929

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B638	63	TREATMENT PLANT OPERATOR II	63G 66B	7951 8519	8394 8994	8862 9496	9356 10026	9878 10585
B622	12	TRUCK DRIVER	54F	6214	6560	6925	7311	7719
B623			57A	6657	7028	7420	7834	8271
		TRUCK DRIVER TRAINEE	44B	4691	4952	5229	5520	5828
			46H	5027	5307	5602	5915	6245
B809	19	UTILITY EQUIPMENT OPERATOR II	41G	4378	4622	4880	5152	5439
B810			44B	4691	4952	5229	5520	5828
		UTILITY EQUIPMENT OPERATOR I	38H	4046	4271	4510	4761	5027
			41C	4335	4577	4832	5101	5386
B783	3	WAREHOUSE COORDINATOR	52A 54G	5813 6229	6137 6576	6479 6943	6840 7330	7221 7739
B633	6	WATER TRUCK DRIVER	46D 48K	4977 5333	5255 5630	5547 5944	5857 6275	6183 6625
B606	10	WEIGHSCALE OPERATOR	50A	5506	5813	6137	6479	6840
B608			52G	5900	6229	6576	6943	7330
		WEIGHSCALE OPERATOR TRAINEE	44B	4691	4952	5229	5520	5828
			46H	5027	5307	5602	5915	6245
B758	13	WELDER	59D	7081	7476	7893	8333	8798
B759			61K	7587	8010	8457	8929	9427
		WELDER APPRENTICE II	54D	6183	6528	6891	7275	7681
B760			56K	6625	6994	7384	7796	8231
		WELDER APPRENTICE I	45J	4904	5178	5466	5770	6092
			48D	5255	5547	5857	6183	6528

CONFIDENTIAL UNIT

C208	1	ADMINISTRATIVE AIDE I	53B 55H	5988 6416	6322 6773	6674 7151	7046 7550	7439 7971
C207	4	ADMINISTRATIVE AIDE II	55B 57H	6322 6773	6674 7151	7046 7550	7439 7971	7854 8416
C212	8	ADMINISTRATIVE SECRETARY	56C 58J	6511 6977	6874 7366	7257 7777	7662 8211	8089 8669
C221	1	CLERICAL ASSISTANT	36H 39C	3835 4106	4046 4335	4271 4577	4510 4832	4761 5101

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
C209	1	DEPUTY SECRETARY TO BOARDS OF DIRECTORS	58K 61E	6994 7494	7384 7912	7796 8353	8231 8819	8690 9311
C200	10	HUMAN RESOURCES ANALYST III	65G	8394	8862	9356	9878	10429
			68B	8994	9496	10026	10585	11175
C201			HUMAN RESOURCES ANALYST II	61G	7531	7951	8394	8862
	64B	8069		8519	8994	9496	10026	
C202	5	HUMAN RESOURCES ANALYST I	56G	6576	6943	7330	7739	8171
			59B	7046	7439	7854	8292	8754
C215	5	HUMAN RESOURCES CLERK II	48A	5216	5506	5813	6137	6479
			50G	5588	5900	6229	6576	6943
C216	5	HUMAN RESOURCES CLERK I	46A	4940	5216	5506	5813	6137
			48G	5294	5588	5900	6229	6576
C205	1	INSURANCE AND CLAIMS COORDINATOR	59F 62A	7116 7624	7513 8049	7932 8498	8374 8972	8841 9472
C213	1	SECRETARY II	50B	5520	5828	6152	6495	6857
			52H	5915	6245	6592	6960	7348
C214		SECRETARY I	46B	4952	5229	5520	5828	6152
			48H	5307	5602	5915	6245	6592
C211	1	SECRETARY TO THE ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	58C 60J	6874 7366	7257 7777	7662 8211	8089 8669	8540 9152
C210	1	SECRETARY TO THE CHIEF ENGINEER AND GENERAL MANAGER	62K 65E	7796 8353	8231 8819	8690 9311	9175 9830	9687 10378
C198	1	SENIOR HUMAN RESOURCES ANALYST	67G 70B	8862 9496	9356 10026	9878 10585	10429 11175	11011 11798
C217	1	SENIOR TYPIST CLERK	46H	5027	5307	5602	5915	6245
			49C	5386	5685	6003	6337	6690
C218		INTERMEDIATE TYPIST CLERK	44H	4761	5027	5307	5602	5915
			47C	5101	5386	5685	6003	6337
C219		TYPIST CLERK II	42H	4510	4761	5027	5307	5602
			45C	4832	5101	5386	5685	6003
C220		TYPIST CLERK I	40H	4271	4510	4761	5027	5307
			43C	4577	4832	5101	5386	5685
C199	4	SUPERVISING HUMAN RESOURCES ANALYST	72K 75E	10227 10957	10797 11568	11399 12213	12035 12894	12706 13613

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
<u>ENERGY RECOVERY UNIT</u>								
E856	0	POWER PLANT ATTENDANT	45G 48B	4880 5229	5152 5520	5439 5828	5742 6152	6062 6495
E854	3	POWER PLANT OPERATIONS ASSISTANT	55J 58D	6432 6891	6790 7275	7168 7681	7568 8109	7990 8561
E852	6	POWER PLANT OPERATOR I	59J 62D	7168 7681	7568 8109	7990 8561	8436 9038	8906 9542
E850	6	POWER PLANT OPERATOR II	62L 65F	7815 8374	8251 8841	8711 9334	9197 9855	9710 10405
E848	5	SENIOR POWER PLANT OPERATOR I	64L 67F	8251 8841	8711 9334	9197 9855	9710 10405	10252 10985
<u>MANAGEMENT</u>								
M102	1	ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	103K 106E	23676 25355	24978 26750	26352 28221	27801 29773	29330 31410
M110	6	ASSISTANT DEPARTMENTAL ENGINEER	91F 94A	17000 18206	17935 19207	18922 20264	19963 21378	21061 22554
M116	1	ASSISTANT HUMAN RESOURCES MANAGER	80B 82H	12456 13350	13151 14095	13885 14892	14670 15734	15500 16622
M122	1	ASSISTANT MANAGER OF LABORATORIES	81G 84B	12957 13885	13680 14670	14452 15500	15269 16375	16131 17300
M119	1	BUDGET MANAGER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016
M115	1	CHIEF ACCOUNTANT	87B 89H	15079 16172	15931 17085	16831 18024	17757 19016	18733 20061
M101	1	CHIEF ENGINEER AND GENERAL MANAGER	109J 112D	27732 29699	29257 31332	30867 33056	32564 34874	34355 36792
M127	1	CHIEF INFORMATION OFFICER	91F 94A	17000 18206	17935 19207	18922 20264	19963 21378	21061 22554

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
M178	1	COMPOST FACILITY SUPERINTENDENT	67K 70E	8929 9566	9427 10099	9953 10662	10508 11257	11094 11885
M104	6	DEPARTMENTAL ENGINEER	97K 100E	20163 21593	21272 22780	22442 24033	23676 25355	24978 26750
M103	1	DEPUTY ASSISTANT CHIEF ENGINEER	100K 103E	21864 23383	23067 24669	24335 26026	25674 27457	27086 28967
M130	1	DIVERSITY EQUITY & INCLUSION PROGRAMS MANAGER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016
M117	2	DIVISION ENGINEER II	87B 89H	15079 16172	15931 17085	16831 18024	17757 19016	18733 20061
M118	9	DIVISION ENGINEER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016
M160	1	ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	74A 76G	10558 11316	11147 11947	11769 12613	12425 13316	13118 14060
M153	1	ENERGY RECOVERY OPERATIONS AND MAINTENANCE SUPERINTENDENT	77A 79G	11454 12273	12093 12957	12767 13680	13479 14452	14236 15269
M151	1	ENERGY RECOVERY SUPERINTENDENT II	75A 77G	10849 11625	11454 12273	12093 12957	12767 13680	13479 14452
M126	1	ENVIRONMENTAL HEALTH AND SAFETY MANAGER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016
M176	1	FLEET MANAGER	77A 79G	11454 12273	12093 12957	12767 13680	13479 14452	14236 15269
M108	1	HUMAN RESOURCES DIRECTOR	97K 100E	20163 21593	21272 22780	22442 24033	23676 25355	24978 26750
M120	1	INFORMATION TECHNOLOGY MANAGER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016
M111	1	JOINT WATER POLLUTION CONTROL PLANT MANAGER	91F 94A	17000 18206	17935 19207	18922 20264	19963 21378	21061 22554
M125	1	LEGISLATIVE PROGRAMS MANAGER	85B 87H	14272 15307	15079 16172	15931 17085	16831 18024	17757 19016

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
M186	1	MANAGER OF CIVIL & MECHANICAL DESIGN	89F 92A	16091 17257	17000 18206	17935 19207	18922 20264	19963 21378
M184	1	MANAGER OF CONSTRUCTION MANAGEMENT	89F 92A	16091 17257	17000 18206	17935 19207	18922 20264	19963 21378
M121	1	MANAGER OF LABORATORIES	89F 92A	16091 17257	17000 18206	17935 19207	18922 20264	19963 21378
M138	1	PROCUREMENT & RISK MANAGER	79G 82B	12273 13151	12957 13885	13680 14670	14452 15500	15269 16375
M180	1	REUSE AND COMPLIANCE MANAGER	89F 92A	16091 17257	17000 18206	17935 19207	18922 20264	19963 21378
M148	3	REFUSE SITE SUPERINTENDENT I	71F 74A	9855 10558	10405 11147	10985 11769	11598 12425	12245 13118
M146	3	REFUSE SITE SUPERINTENDENT II	75A 77G	10849 11625	11454 12273	12093 12957	12767 13680	13479 14452
M140	1	SECRETARY TO THE BOARDS OF DIRECTORS	72J 75D	10201 10931	10770 11540	11371 12184	12005 12863	12675 13580
M147	1	SOLID WASTE MAINTENANCE SUPERINTENDENT	75A 77G	10849 11625	11454 12273	12093 12957	12767 13680	13479 14452
M114	1	SOLID WASTE OPERATIONS AND ENGINEERING MANAGER	89F 92A	16091 17257	17000 18206	17935 19207	18922 20264	19963 21378
M144	1	SOLID WASTE OPERATIONS SUPERINTENDENT	78C 80J	11827 12675	12487 13382	13183 14130	13920 14929	14707 15773
M123	1	SUPERINTENDENT OF JWPCP LABORATORY	78H 81C	11977 12832	12645 13548	13350 14308	14095 15117	14892 15971
M163	1	SUPERINTENDENT OF JWPCP MAINTENANCE	76E 78L	11257 12065	11885 12738	12548 13448	13248 14200	13990 15003
M164	1	SUPERINTENDENT OF JWPCP OPERATIONS	77K 80E	11713 12548	12366 13248	13056 13990	13784 14781	14560 15617

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M156	1	SUPERINTENDENT OF WASTEWATER COLLECTION SYSTEM OPERATIONS AND MAINTENANCE	77K	11713	12366	13056	13784	14560
			80E	12548	13248	13990	14781	15617
M165	2	SUPERINTENDENT OF WATER RECLAMATION PLANT OPERATIONS	77K	11713	12366	13056	13784	14560
			80E	12548	13248	13990	14781	15617
M172	2	SUPERINTENDENT OF WATER RECLAMATION PLANTS MAINTENANCE	75A	10849	11454	12093	12767	13479
			77G	11625	12273	12957	13680	14452
M113	1	WASTEWATER COLLECTION SYS MANAGER	89F	16091	17000	17935	18922	19963
			92A	17257	18206	19207	20264	21378
M182	1	WATER RECLAMATION PLANTS MANAGER	89F	16091	17000	17935	18922	19963
			92A	17257	18206	19207	20264	21378
<u>PROFESSIONAL UNIT</u>								
A384	7	ACCOUNTANT II	59H	7151	7550	7971	8416	8885
			62C	7662	8089	8540	9016	9519
A385	7	ACCOUNTANT I	55H	6416	6773	7151	7550	7971
			58C	6874	7257	7662	8089	8540
A354	8	BIOLOGIST II	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
A355	8	BIOLOGIST I	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
A386	5	BUDGET ANALYST	63H	7971	8416	8885	9381	9904
			66C	8540	9016	9519	10050	10610
A344	24	CHEMIST II	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
A345	24	CHEMIST I	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
A391	1	CYBERSECURITY COORDINATOR	77G	11625	12273	12957	13680	14452
			80B	12456	13151	13885	14670	15500
A319	1	ENGINEERING GEOLOGIST	73G	10429	11011	11625	12273	12957
			76B	11175	11798	12456	13151	13885
A328	4	ENVIRONMENTAL PLANNER III	67G	8862	9356	9878	10429	11011
			70B	9496	10026	10585	11175	11798
A329	4	ENVIRONMENTAL PLANNER II	63G	7951	8394	8862	9356	9878
			66B	8519	8994	9496	10026	10585
A330	4	ENVIRONMENTAL PLANNER I	59G	7133	7531	7951	8394	8862
			62B	7643	8069	8519	8994	9496

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V	
A320	12	ENVIRONMENTAL SCIENTIST	73G	10429	11011	11625	12273	12957	
			76B	11175	11798	12456	13151	13885	
A322		ASSOCIATE ENVIRONMENTAL SCIENTIST III	71G	9878	10429	11011	11625	12273	
			74B	10585	11175	11798	12456	13151	
A324		ASSOCIATE ENVIRONMENTAL SCIENTIST II	67G	8862	9356	9878	10429	11011	
			70B	9496	10026	10585	11175	11798	
A326		ASSOCIATE ENVIRONMENTAL SCIENTIST I	63G	7951	8394	8862	9356	9878	
			66B	8519	8994	9496	10026	10585	
A390		4	FINANCIAL ANALYST	67H	8885	9381	9904	10456	11039
				70C	9519	10050	10610	11202	11827
A394		2	GIS ANALYST III	67G	8862	9356	9878	10429	11011
				70B	9496	10026	10585	11175	11798
A393	GIS ANALYST II		63G	7951	8394	8862	9356	9878	
			66B	8519	8994	9496	10026	10585	
A392	GIS ANALYST I		59G	7133	7531	7951	8394	8862	
			62B	7643	8069	8519	8994	9496	
A369	7	HEALTH AND SAFETY ANALYST II	65G	8394	8862	9356	9878	10429	
			68B	8994	9496	10026	10585	11175	
A370		HEALTH AND SAFETY ANALYST I	61G	7531	7951	8394	8862	9356	
			64B	8069	8519	8994	9496	10026	
A371		HEALTH AND SAFETY TRAINEE	59G	7133	7531	7951	8394	8862	
			62B	7643	8069	8519	8994	9496	
A368	1	INDUSTRIAL HYGIENIST	66G	8627	9108	9616	10152	10718	
			69B	9242	9757	10301	10875	11481	
A382	1	INTERNAL AUDITOR	65G	8394	8862	9356	9878	10429	
			68B	8994	9496	10026	10585	11175	
A335	1	LEGISLATIVE ANALYST III	65G	8394	8862	9356	9878	10429	
			68B	8994	9496	10026	10585	11175	
A336		LEGISLATIVE ANALYST II	61G	7531	7951	8394	8862	9356	
			64B	8069	8519	8994	9496	10026	
A337		LEGISLATIVE ANALYST I	59G	7133	7531	7951	8394	8862	
			62B	7643	8069	8519	8994	9496	

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
A333	1	LEGISLATIVE ANALYST SPECIALIST	67G 70B	8862 9496	9356 10026	9878 10585	10429 11175	11011 11798
A364	8	MICROBIOLOGIST II	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
A365		MICROBIOLOGIST I	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
A379	10	PROGRAMMER ANALYST III	62F	7719	8149	8603	9083	9590
			65A	8271	8732	9219	9733	10276
A380		PROGRAMMER ANALYST II	60F	7311	7719	8149	8603	9083
			63A	7834	8271	8732	9219	9733
A381		PROGRAMMER ANALYST I	58F	6925	7311	7719	8149	8603
			61A	7420	7834	8271	8732	9219
A389	1	PUBLIC AFFAIRS SPECIALIST III	63G	7951	8394	8862	9356	9878
			66B	8519	8994	9496	10026	10585
A388		PUBLIC AFFAIRS SPECIALIST II	59G	7133	7531	7951	8394	8862
			62B	7643	8069	8519	8994	9496
A387		PUBLIC AFFAIRS SPECIALIST I	55G	6400	6757	7133	7531	7951
			58B	6857	7239	7643	8069	8519
A331	1	RECYCLING COORDINATOR	73G 76B	10429 11175	11011 11798	11625 12456	12273 13151	12957 13885
A341	3	RESEARCH SCIENTIST I	67L	8950	9449	9976	10532	11119
			70F	9590	10125	10690	11286	11915
A340	3	RESEARCH SCIENTIST II	70A	9472	10000	10558	11147	11769
			72G	10152	10718	11316	11947	12613
A383	2	SENIOR ACCOUNTANT	64G	8171	8627	9108	9616	10152
			67B	8754	9242	9757	10301	10875
A352	5	SENIOR BIOLOGIST	67B	8754	9242	9757	10301	10875
			69H	9381	9904	10456	11039	11655
A342	14	SENIOR CHEMIST	67B	8754	9242	9757	10301	10875
			69H	9381	9904	10456	11039	11655

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V	
A300	205	SENIOR ENGINEER	77G	11625	12273	12957	13680	14452	
				80B	12456	13151	13885	14670	15500
A302		CIVIL ENGINEER	73G	10429	11011	11625	12273	12957	
				76B	11175	11798	12456	13151	13885
A304		ELECTRICAL ENGINEER	73G	10429	11011	11625	12273	12957	
				76B	11175	11798	12456	13151	13885
A306		MECHANICAL ENGINEER	73G	10429	11011	11625	12273	12957	
				76B	11175	11798	12456	13151	13885
A308		INSTRUMENTATION ENGINEER	73G	10429	11011	11625	12273	12957	
				76B	11175	11798	12456	13151	13885
A310		ENGINEERING ASSOCIATE III	71G	9878	10429	11011	11625	12273	
				74B	10585	11175	11798	12456	13151
A312		ENGINEERING ASSOCIATE II	67G	8862	9356	9878	10429	11011	
				70B	9496	10026	10585	11175	11798
A314	ENGINEERING ASSOCIATE I	63G	7951	8394	8862	9356	9878		
			66B	8519	8994	9496	10026	10585	
A318	2	SENIOR ENVIRONMENTAL SCIENTIST	77G	11625	12273	12957	13680	14452	
			80B	12456	13151	13885	14670	15500	
A377	2	SENIOR GEOGRAPHICAL INFORMATION SYSTEM ANALYST	69G	9356	9878	10429	11011	11625	
			72B	10026	10585	11175	11798	12456	
A367	1	SENIOR HEALTH & SAFETY ANALYST	69G	9356	9878	10429	11011	11625	
			72B	10026	10585	11175	11798	12456	
A362	2	SENIOR MICROBIOLOGIST	67B	8754	9242	9757	10301	10875	
			69H	9381	9904	10456	11039	11655	
A372	20	SENIOR SYSTEMS ANALYST	73G	10429	11011	11625	12273	12957	
			76B	11175	11798	12456	13151	13885	
A374	23	SYSTEMS ANALYST II	69A	9219	9733	10276	10849	11454	
				71G	9878	10429	11011	11625	12273
A376		SYSTEMS ANALYST I	65A	8271	8732	9219	9733	10276	
				67G	8862	9356	9878	10429	11011
A338	1	WASTEWATER PROJECT COST ANALYST	67G	8862	9356	9878	10429	11011	
			70B	9496	10026	10585	11175	11798	

PROFESSIONAL SUPERVISORY UNIT

P230	1	ACCOUNTING SERVICES SUPERVISOR	79G	12273	12957	13680	14452	15269
			82B	13151	13885	14670	15500	16375

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
P235	1	ENVIRONMENTAL HEALTH AND SAFETY SUPERVISOR	79G 82B	12273 13151	12957 13885	13680 14670	14452 15500	15269 16375
P234	3	INFORMATION TECHNOLOGY SUPERVISOR	79G 82B	12273 13151	12957 13885	13680 14670	14452 15500	15269 16375
P242	3	LABORATORY SUPERVISOR II	76A 78G	11147 11947	11769 12613	12425 13316	13118 14060	13850 14855
P252	1	LEGISLATIVE AND REGULATORY LIAISON	81G 84B	12957 13885	13680 14670	14452 15500	15269 16375	16131 17300
P233	1	PUBLIC INFORMATION SUPERVISOR	81G 84B	12957 13885	13680 14670	14452 15500	15269 16375	16131 17300
P249	3	SUPERVISING ACCOUNTANT	68L 71F	9197 9855	9710 10405	10252 10985	10824 11598	11428 12245
P237	1	SUPERVISING BUDGET ANALYST	72L 75F	10252 10985	10824 11598	11428 12245	12065 12928	12738 13649
P224	48	SUPERVISING ENGINEER II	81G	12957	13680	14452	15269	16131
			84B	13885	14670	15500	16375	17300
P226	48	SUPERVISING ENGINEER I	79G	12273	12957	13680	14452	15269
			82B	13151	13885	14670	15500	16375
P232	1	SUPERVISING ENVIRONMENTAL SCIENTIST	79G 82B	12273 13151	12957 13885	13680 14670	14452 15500	15269 16375
P231	1	SUPERVISING INTERNAL AUDITOR	73F 76A	10405 11147	10985 11769	11598 12425	12245 13118	12928 13850
P246	13	SUPERVISING SCIENTIST	70E 72L	9566 10252	10099 10824	10662 11428	11257 12065	11885 12738
P236	5	SUPERVISING SYSTEMS ANALYST	77G 80B	11625 12456	12273 13151	12957 13885	13680 14670	14452 15500

SUPERVISORY UNIT

S272	1	ASSISTANT ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	71E 73L	9830 10532	10378 11119	10957 11739	11568 12394	12213 13085
S257	3	ASSISTANT SUPERINTENDENT OF TREATMENT PLANT OPERATIONS	72J 75D	10201 10931	10770 11540	11371 12184	12005 12863	12675 13580

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S264	1	ASST SUPT WASTEWATER COLLECTION SYS OPS & MTC	72J	10201	10770	11371	12005	12675
			75D	10931	11540	12184	12863	13580
S290	1	CUSTOMER SERVICE SUPERVISOR	61E	7494	7912	8353	8819	9311
			63L	8029	8477	8950	9449	9976
S256	2	FLEET AND FACILITIES EQUIPMENT SUPERVISOR	69G	9356	9878	10429	11011	11625
			72B	10026	10585	11175	11798	12456
S263	1	GENERAL SERVICES AND FACILITIES SUPERVISOR	66D	8561	9038	9542	10074	10636
			68K	9175	9687	10227	10797	11399
S286	1	INDUSTRIAL WASTE SURCHARGE SUPERVISOR	64E	8129	8582	9061	9566	10099
			66L	8711	9197	9710	10252	10824
S295	1	RECORDS ADMINISTRATOR	63E	7912	8353	8819	9311	9830
			65L	8477	8950	9449	9976	10532
S285	1	REVENUE COLLECTION SUPERVISOR	66E	8582	9061	9566	10099	10662
			68L	9197	9710	10252	10824	11428
S253	1	SOLID WASTE MAINTENANCE SUPERVISOR	66D	8561	9038	9542	10074	10636
			68K	9175	9687	10227	10797	11399
S252	4	SOLID WASTE OPERATIONS SUPERVISOR I	65A	8271	8732	9219	9733	10276
			67G	8862	9356	9878	10429	11011
S251	4	SOLID WASTE OPERATIONS SUPERVISOR II	66F	8603	9083	9590	10125	10690
			69A	9219	9733	10276	10849	11454
S278	6	SUPERVISING CONSTRUCTION INSPECTOR	72K	10227	10797	11399	12035	12706
			75E	10957	11568	12213	12894	13613
S279	5	SUPERVISING DESIGNER	71J	9927	10481	11066	11683	12335
			74D	10636	11229	11855	12516	13214
S281	12	SUPERVISING ENGINEERING TECHNICIAN I	64F	8149	8603	9083	9590	10125
			67A	8732	9219	9733	10276	10849
S280	2	SUPERVISING ENGINEERING TECHNICIAN II	66F	8603	9083	9590	10125	10690
			69A	9219	9733	10276	10849	11454
S276	3	SUPERVISING INDUSTRIAL WASTE INSPECTOR I	66A	8498	8972	9472	10000	10558
			68G	9108	9616	10152	10718	11316

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S275	1	SUPERVISING INDUSTRIAL WASTE INSPECTOR II	69B	9242	9757	10301	10875	11481
			71H	9904	10456	11039	11655	12305
S282	2	SUPERVISING INFORMATION TECHNOLOGY TECHNICIAN	68A	8972	9472	10000	10558	11147
			70G	9616	10152	10718	11316	11947
S287	1	SUPERVISING LAND SURVEYOR	71J	9927	10481	11066	11683	12335
			74D	10636	11229	11855	12516	13214
S270	1	SUPERVISING SCADA SYSTEMS COORDINATOR	72K	10227	10797	11399	12035	12706
			75E	10957	11568	12213	12894	13613
S294	1	SUPERVISOR OF ACCOUNTS PAYABLE	60E	7293	7700	8129	8582	9061
			62L	7815	8251	8711	9197	9710
S288	1	SUPERVISOR OF DESIGN TECHNOLOGY	73J	10481	11066	11683	12335	13023
			76D	11229	11855	12516	13214	13955
S274	12	SUPERVISOR OF ELECTRICAL AND INSTRUMENTATION REPAIR	69E	9311	9830	10378	10957	11568
			71L	9976	10532	11119	11739	12394
S268	2	SUPERVISOR OF ENERGY RECOVERY PLANT MAINTENANCE	68D	9038	9542	10074	10636	11229
			70K	9687	10227	10797	11399	12035
S266	1	SUPERVISOR OF PUMPING PLANT OPERATIONS AND MAINTENANCE	68E	9061	9566	10099	10662	11257
			70L	9710	10252	10824	11428	12065
S293	1	SUPERVISOR OF PURCHASING	64E	8129	8582	9061	9566	10099
			66L	8711	9197	9710	10252	10824
S296	1	SUPERVISOR OF RECORDS AND REPRODUCTION	54E	6198	6544	6908	7293	7700
			56L	6641	7011	7402	7815	8251
S262	3	SUPERVISOR OF SEWER MAINTENANCE	66D	8561	9038	9542	10074	10636
			68K	9175	9687	10227	10797	11399
S260	9	SUPERVISOR OF TREATMENT PLANT MAINTENANCE	68D	9038	9542	10074	10636	11229
			70K	9687	10227	10797	11399	12035
S258	18	SUPERVISOR OF TREATMENT PLANT OPERATIONS	70D	9542	10074	10636	11229	11855
			72K	10227	10797	11399	12035	12706

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
<u>TECHNICIAN SUPPORT UNIT</u>								
T567	5	ASSET MANAGEMENT TECHNICIAN II	64D	8109	8561	9038	9542	10074
			66K	8690	9175	9687	10227	10797
T568		ASSET MANAGEMENT TECHNICIAN I	60D	7275	7681	8109	8561	9038
			62K	7796	8231	8690	9175	9687
T471	1	COMPOST ENGINEERING	50B	5520	5828	6152	6495	6857
		TECHNICIAN III	52H	5915	6245	6592	6960	7348
T470		COMPOST ENGINEERING	45E	4856	5127	5412	5714	6033
		TECHNICIAN II	47L	5203	5493	5799	6122	6463
T469		COMPOST ENGINEERING	41B	4324	4565	4820	5089	5372
		TECHNICIAN I	43H	4634	4892	5165	5453	5756
T544	34	CONSTRUCTION INSPECTOR III	63J	7990	8436	8906	9403	9927
			66D	8561	9038	9542	10074	10636
T545		CONSTRUCTION INSPECTOR II	60B	7239	7643	8069	8519	8994
			62H	7758	8191	8648	9130	9639
T546			CONSTRUCTION INSPECTOR I	56F	6560	6925	7311	7719
	59A	7028	7420	7834	8271	8732		
T420	32	DESIGNER III	64G	8171	8627	9108	9616	10152
			67B	8754	9242	9757	10301	10875
T422		DESIGNER II	62G	7739	8171	8627	9108	9616
			65B	8292	8754	9242	9757	10301
T424			DESIGNER I	60E	7293	7700	8129	8582
	62L	7815	8251	8711	9197	9710		
T416	3	DESIGN TECHNOLOGY SPECIALIST II	64G	8171	8627	9108	9616	10152
			67B	8754	9242	9757	10301	10875
T417		DESIGN TECHNOLOGY SPECIALIST I	62G	7739	8171	8627	9108	9616
			65B	8292	8754	9242	9757	10301
T465	66	ENGINEERING TECHNICIAN III	57E	6724	7098	7494	7912	8353
			59L	7203	7605	8029	8477	8950
T466		ENGINEERING TECHNICIAN II	52H	5915	6245	6592	6960	7348
			55C	6337	6690	7063	7457	7873
T468			ENGINEERING TECHNICIAN I	48E	5268	5561	5871	6198
	50L	5643	5958	6291	6641	7011		
T490	1	GRAPHIC ARTIST II	57A	6657	7028	7420	7834	8271
			59G	7133	7531	7951	8394	8862
T491		GRAPHIC ARTIST I	55A	6306	6657	7028	7420	7834
			57G	6757	7133	7531	7951	8394

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
T489	2	GRAPHIC ARTIST SPECIALIST	59A 61G	7028 7531	7420 7951	7834 8394	8271 8862	8732 9356
T487	1	GRAPHICS PRODUCTION COORDINATOR	63F 66A	7932 8498	8374 8972	8841 9472	9334 10000	9855 10558
T534	26	INDUSTRIAL WASTE INSPECTOR II	59L	7203	7605	8029	8477	8950
			62F	7719	8149	8603	9083	9590
T536		INDUSTRIAL WASTE INSPECTOR I	55L	6463	6823	7203	7605	8029
			58F	6925	7311	7719	8149	8603
T571	1	INDUSTRIAL WASTE PRETREATMENT COMPUTER SYSTEM ADMINISTRATOR	62E 64L	7700 8251	8129 8711	8582 9197	9061 9710	9566 10252
T561		INFORMATION TECHNOLOGY TECHNICIAN III	61A	7420	7834	8271	8732	9219
			63G	7951	8394	8862	9356	9878
T562	16	INFORMATION TECHNOLOGY TECHNICIAN II	58A	6840	7221	7624	8049	8498
			60G	7330	7739	8171	8627	9108
T564		INFORMATION TECHNOLOGY TECHNICIAN I	54A	6137	6479	6840	7221	7624
			56G	6576	6943	7330	7739	8171
T528	1	LABORATORY ATTENDANT	41A 43G	4313 4622	4554 4880	4808 5152	5076 5439	5359 5742
T570	2	LABORATORY INFORMATION MANAGEMENT SYSTEM ADMINISTRATOR	67A 69G	8732 9356	9219 9878	9733 10429	10276 11011	10849 11625
T524	100	LABORATORY TECHNICIAN II	54F	6214	6560	6925	7311	7719
			57A	6657	7028	7420	7834	8271
T526		LABORATORY TECHNICIAN I	51F	5728	6048	6385	6740	7116
			54A	6137	6479	6840	7221	7624
T475	3	LAND SURVEY TECHNICIAN	61G 64B	7531 8069	7951 8519	8394 8994	8862 9496	9356 10026
T565	1	LEAD ASSET MANAGEMENT TECHNICIAN	67G 70B	8862 9496	9356 10026	9878 10585	10429 11175	11011 11798

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
T453	2	PLANNING DRAFTING TECHNICIAN III	60E	7293	7700	8129	8582	9061
			62L	7815	8251	8711	9197	9710
T454		PLANNING DRAFTING TECHNICIAN II	55A	6306	6657	7028	7420	7834
			57G	6757	7133	7531	7951	8394
T456		PLANNING DRAFTING TECHNICIAN I	48L	5346	5643	5958	6291	6641
	51F		5728	6048	6385	6740	7116	
T556	2	PROJECT CONTROLS SPECIALIST	67F	8841	9334	9855	10405	10985
			70A	9472	10000	10558	11147	11769
T421	11	PROJECT DESIGNER	66G	8627	9108	9616	10152	10718
			69B	9242	9757	10301	10875	11481
T458	1	PUBLIC COUNTER COORDINATOR	60E	7293	7700	8129	8582	9061
			62L	7815	8251	8711	9197	9710
T483	5	REAL PROPERTY AGENT II	66F	8603	9083	9590	10125	10690
			69A	9219	9733	10276	10849	11454
T484		REAL PROPERTY AGENT I	64E	8129	8582	9061	9566	10099
			66L	8711	9197	9710	10252	10824
T542	6	SENIOR CONSTRUCTION INSPECTOR	67J	8906	9403	9927	10481	11066
			70D	9542	10074	10636	11229	11855
T415	2	SENIOR DESIGN TECHNOLOGY SPECIALIST	66G	8627	9108	9616	10152	10718
			69B	9242	9757	10301	10875	11481
T464	20	SENIOR ENGINEERING TECHNICIAN	61E	7494	7912	8353	8819	9311
			63L	8029	8477	8950	9449	9976
T532	7	SENIOR INDUSTRIAL WASTE INSPECTOR	63L	8029	8477	8950	9449	9976
			66F	8603	9083	9590	10125	10690
T560	5	SENIOR INFORMATION TECHNOLOGY TECHNICIAN	64A	8049	8498	8972	9472	10000
			66G	8627	9108	9616	10152	10718
T522	22	SENIOR LABORATORY TECHNICIAN	59F	7116	7513	7932	8374	8841
			62A	7624	8049	8498	8972	9472
T566	1	SENIOR SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	70K	9687	10227	10797	11399	12035
			73E	10378	10957	11568	12213	12894
T550	5	SEWER CONNECTION INSPECTOR	59A	7028	7420	7834	8271	8732
			61G	7531	7951	8394	8862	9356

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
T569	3	SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	68K 71E	9175 9830	9687 10378	10227 10957	10797 11568	11399 12213
T472	3	SURVEY PARTY CHIEF II	66H	8648	9130	9639	10177	10745
			69C	9265	9782	10328	10904	11512
T473		SURVEY PARTY CHIEF I	63G	7951	8394	8862	9356	9878
			66B	8519	8994	9496	10026	10585
T476	4	SURVEY PARTY WORKER II	57C	6690	7063	7457	7873	8312
				59J	7168	7568	7990	8436
T478		SURVEY PARTY WORKER I	47A	5076	5359	5657	5973	6306
			49G	5439	5742	6062	6400	6757
<u>WHITE COLLAR UNIT</u>								
W908	11	ACCOUNT CLERK II	45C	4832	5101	5386	5685	6003
				47J	5178	5466	5770	6092
W909		ACCOUNT CLERK I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988
W906	5	ACCOUNTING ASSISTANT	49H	5453	5756	6077	6416	6773
			52C	5842	6168	6511	6874	7257
W951	1	ACCOUNTS PAYABLE COORDINATOR	53A	5973	6306	6657	7028	7420
			55G	6400	6757	7133	7531	7951
W949	5	ADMINISTRATIVE AIDE I	53A	5973	6306	6657	7028	7420
			55G	6400	6757	7133	7531	7951
W948	1	ADMINISTRATIVE AIDE II	55A	6306	6657	7028	7420	7834
			57G	6757	7133	7531	7951	8394
W929	5	BUYER	59J	7168	7568	7990	8436	8906
			62D	7681	8109	8561	9038	9542
W921	1	CLERICAL ASSISTANT	36G	3826	4036	4261	4499	4749
			39B	4096	4324	4565	4820	5089
W950	1	COMPOST ADMINISTRATIVE AIDE	44J	4773	5039	5320	5616	5929
			47D	5114	5399	5700	6018	6353

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
W931	1	CONTRACT COORDINATOR	57L 60F	6823 7311	7203 7719	7605 8149	8029 8603	8477 9083
W936	4	CUSTOMER SERVICE COORDINATOR	52K 55E	5944 6369	6275 6724	6625 7098	6994 7494	7384 7912
W938	14	CUSTOMER SERVICE REPRESENTATIVE II	48K 51E	5333 5714	5630 6033	5944 6369	6275 6724	6625 7098
W939		CUSTOMER SERVICE REPRESENTATIVE I	46K 49E	5051 5412	5333 5714	5630 6033	5944 6369	6275 6724
W937	1	CUSTOMER SERVICE REPRESENTATIVE III	50K 53E	5630 6033	5944 6369	6275 6724	6625 7098	6994 7494
W935	5	CUSTOMER SERVICE SPECIALIST	57E 59L	6724 7203	7098 7605	7494 8029	7912 8477	8353 8950
W933	8	INDUSTRIAL WASTE SURCHARGE ASSISTANT II	54K 57E	6275 6724	6625 7098	6994 7494	7384 7912	7796 8353
W934		INDUSTRIAL WASTE SURCHARGE ASSISTANT I	50K 53E	5630 6033	5944 6369	6275 6724	6625 7098	6994 7494
W943	3	INFORMATION TECHNOLOGY ASSISTANT	51B 53H	5671 6077	5988 6416	6322 6773	6674 7151	7046 7550
W905	2	PAYROLL SPECIALIST	55H 58C	6416 6874	6773 7257	7151 7662	7550 8089	7971 8540
W930	2	PURCHASING ASSISTANT	49H 52C	5453 5842	5756 6168	6077 6511	6416 6874	6773 7257
W911	1	RECORDS MANAGEMENT COORDINATOR	50A 52G	5506 5900	5813 6229	6137 6576	6479 6943	6840 7330
W923	3	REPRODUCTION CLERK	41L 44F	4421 4738	4668 5002	4928 5281	5203 5575	5493 5886
W912	23	SECRETARY II	50A 52G	5506 5900	5813 6229	6137 6576	6479 6943	6840 7330
W913		SECRETARY I	46A 48G	4940 5294	5216 5588	5506 5900	5813 6229	6137 6576

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
W907	2	SENIOR ACCOUNT CLERK	49A	5359	5657	5973	6306	6657
			51G	5742	6062	6400	6757	7133
W928	1	SENIOR BUYER	62J	7777	8211	8669	9152	9662
			65D	8333	8798	9289	9807	10354
W944	1	SENIOR INFORMATION TECHNOLOGY CLERK	46L	5064	5346	5643	5958	6291
			49F	5426	5728	6048	6385	6740
W922	1	SENIOR REPRODUCTION CLERK	45G	4880	5152	5439	5742	6062
			48B	5229	5520	5828	6152	6495
W917	35	SENIOR TYPIST CLERK	46G	5014	5294	5588	5900	6229
49B			5372	5671	5988	6322	6674	
W918		INTERMEDIATE TYPIST CLERK	44G	4749	5014	5294	5588	5900
47B			5089	5372	5671	5988	6322	
W919		TYPIST CLERK II	42G	4499	4749	5014	5294	5588
W920	TYPIST CLERK I	45B	4820	5089	5372	5671	5988	
		40G	4261	4499	4749	5014	5294	
			43B	4565	4820	5089	5372	5671

NON-MONTHLY

HOURLY RATE

H994	150	HOURLY EMPLOYEE	\$18.50 TO \$120.00 PER HOUR
H990	11	LIQUID WASTE DISPOSAL ATTENDANT	\$18.75 PER HOUR
H996	60	STUDENT EMPLOYEE	\$18.50 TO \$24.50 PER HOUR

SECTION 3. FIVE-STEP COMPENSATION PLAN

3.1 Five-step rates of compensation are applicable to positions in the District service except those wherein a rate of compensation is provided for on a basis other than a five-step basis.

3.2 Initial anniversary dates for step advancement for all employees whose compensation is on a five-step basis shall be established by the date of the month of first appointment to all positions on a five-step basis. Anniversary dates will be changed only when employees: (1) have completed their initial probationary period, except for Assistant Treatment Plant Operators, General Services Workers I, II, Grounds Maintenance Workers I, II, Maintenance and Construction Workers I, II, Site Maintenance Workers, and Blue Collar Unit positions at the Apprentice I level who will have their anniversary date changed after completing six (6) months of their initial probationary period; (2) are promoted from step 5 of a lower level class after having been on step 5 for twelve (12) months or longer; or (3) have a substantial break in continuous service (Subsection 3.6). An employee's anniversary date shall be on the first day of the month if one of the following occurs on or before the fifteenth of a month and shall be the first of the succeeding month if one of the following occurs on or after the sixteenth of a month: (1) the first appointment to a position on a five-step basis; or (2) a promotion from step 5 of a class when the employee has been on step 5 for twelve (12) months or longer.

3.3 Except as provided in Subsections 3.4, 3.5, 3.6, and 3.8 of this Salary Resolution, all monthly employees on a five-step basis shall be entitled to advance to the next step of said position on each yearly anniversary date, except the initial step increase following the first appointment to a position on a five-step basis may be granted after satisfactory completion of a probationary period. Employees in the classifications of Assistant Treatment Plant Operator, General Services Worker I, II, Grounds Maintenance Worker I, II, Maintenance and Construction Worker I, II, Site Maintenance Worker, and Blue Collar Unit positions at the Apprentice I level may be granted a step increase during their initial probationary period. Employees holding temporary positions on a five-step basis shall be entitled to advance to higher salary steps within the five-step range, subject to approval of the Chief Engineer and General Manager.

3.4 An employee may be granted an Incentive Step Adjustment equivalent to two (2) salary ranges (approximately 5½ percent), not to exceed the fifth step of the maximum classification used to compensate an employee in their position in the Table of Organization, when it has been determined that: (1) the employee has demonstrated outstanding initiative and performance in their current assignment; (2) the employee's abilities had not been accurately assessed in their initial step placement; or (3) for other extraordinary circumstances approved by the Chief Engineer and General Manager. Such Incentive Step Adjustment will only be granted upon review and approval by the Chief Engineer and General Manager.

3.5 An employee in the service of the District shall not be entitled to step advancement as herein provided when the employee has been rated as Improvement Needed on their employee evaluation during their preceding rating period. Subject to the approval of the Chief Engineer and General Manager, the step advancement of such employee may be granted prior to their next succeeding anniversary date if the employee's overall performance is rated as Meets Expectations or above and if continued withholding of their step advancement would not be warranted under the circumstances.

3.6 Except where otherwise expressly provided in this Salary Resolution, advancement by any employee in the rate of compensation as provided for herein shall not be made unless the employee has been in continuous service during the year immediately preceding the yearly anniversary date, except that the initial step increase following employment may be granted after satisfactory completion of a probationary period. An employee who has a break (more than ten [10] working days or more than eighty [80] hours) in continuous service will have their anniversary date adjusted by the number of days of non-compensated absence time during the employee's preceding anniversary year, rounded to the nearest calendar month..

3.7A Except as provided in Subsection 3.8 of this Salary Resolution, when an employee in the service of the District is promoted to a class in the same occupation that is salaried two or more salary ranges above their current class, such employee shall be placed upon a salary step that provides a minimum of a two salary range increase.

3.7B Except as provided in Subsection 3.8 of this Salary Resolution, when an employee in the service of the District is promoted to a class in the same occupation that is salaried less than two schedules above the employee's current class, the employee shall receive the salary of the same step in the higher class.

3.8 A "Y" rate is a special salary rate which entitles an employee to receive compensation at a rate which is different than any of the five steps of the salary range for their classification. An employee on a "Y" rate will retain their anniversary date.

3.9A An employee, because of a voluntary demotion, may be placed on a "Y" rate. The Chief Engineer and General Manager may discontinue a "Y" rate at any time they find the justification for the "Y" rate no longer exists. The employee will then receive their earned salary step.

3.9B An employee whose "Y" rate is greater than the fifth step of the salary range for their class will retain their "Y" rate until their earned salary step equals or exceeds their "Y" rate due to step increases, salary increases and/or promotions. The employee will then receive the salary of their earned step and their "Y" rate will be cancelled.

Except under special circumstances as determined by the Chief Engineer and General Manager, an employee whose "Y" rate is less than the fifth step of the salary range for their class will have their earned step changed to their next earned step on their next anniversary date. If their next earned step results in a salary increase of more than two and three-quarters percent (2¾ %), the employee will receive such salary and their "Y" rate will be cancelled. If it would result in a salary increase of less than two and three-quarters percent (2¾ %), their "Y" rate will be increased by two and three-quarters percent (2¾ %), not to exceed the fifth step of the salary range for their class. On succeeding anniversary dates, their "Y" rate will be increased by five and

one-half percent (5½ %), not to exceed the fifth step of the salary range for their class. When their salary reaches the fifth step salary rate, their "Y" rate will be cancelled.

An employee on a "Y" rate who is promoted will be promoted from their earned step and will retain their "Y" rate if it is greater than the step of the class to which the employee is promoted.

3.10A An employee's base salary, as listed on the Salary Schedule, plus twenty-eight (28) letter schedules in the Salary Rate Table shall be used when computing, overtime pay, Districts non-matching contribution to the deferred compensation plan for Management Unit employees, call back pay, vacation and sick leave buy back, leaving vacation and sick leave, and CalPERS employer paid member contributions.

All employees defined by CalPERS as "new members", and in compliance with the California Public Employees' Pension Reform Act of 2013, are not eligible for employer paid member contributions. The employee contribution rate for employees defined by CalPERS as "new members" is determined by CalPERS each fiscal year and may vary each year.

3.10B An employee's base salary, as listed on the Salary Schedule, shall be used when computing industrial injury pay, holiday pay, longevity pay, shift differential pay, bereavement, jury duty, military, vacation, sick leave, and Districts matching contribution to the deferred compensation plan.

3.10C An employee's member contribution to CalPERS of twenty-eight (28) letter schedules will be paid for by the Districts, consistent with Districts' labor agreements and in compliance with the California Public Employees' Pension Reform Act of 2013. All employees defined by CalPERS as "new members", and in compliance with the California Public Employees' Pension Reform Act of 2013, are not eligible for employer paid member contributions. The employee contribution rate for employees defined by CalPERS as "new members" is determined by CalPERS each fiscal year and may vary each year.

SECTION 4. HOURS

4.1 Eight (8) hours of work shall constitute a normal workday for employees of the County Sanitation Districts of Los Angeles County unless otherwise provided for by the Chief Engineer and General Manager.

4.2 Except as may be otherwise provided for in this Salary Resolution or by the Chief Engineer and General Manager, all employees of the County Sanitation Districts of Los Angeles County shall perform service or work for the District on the basis of a five (5) working day week.

4.3 The normal workweek is forty (40) hours work in five (5) workdays and two (2) days of rest in seven (7) days (Sunday 12:00 a.m. through the following Sunday 12:00 a.m.).

4.4 Alternate workweek schedules may be established by the Chief Engineer and General Manager of eighty (80) hours work in a fourteen (14) day period (two consecutive seven day workweek periods) if it is expected to improve efficiency or reduce costs.

4.5 The Chief Engineer and General Manager has the authority to employ persons on a part-time basis (less than forty [40] hours per week) and allocate benefits proportionally based on the number of hours worked.

SECTION 5. OVERTIME, SPECIAL PAY AND BENEFITS

5.1A Overtime Eligibility. Except as provided for in 5.1A(i) below, whenever it becomes necessary that any Supervisory, Technical Support, Blue Collar, Energy Recovery, White Collar Unit, non-exempt Confidential employee and hourly employee performing similar work, who is scheduled to work a normal forty (40) hour workweek is required to work more than forty (40) hours in a normal workweek, or is assigned to an alternate workweek schedule of eighty (80) hours in an alternate workweek period, is required to work more than eighty (80) hours in an alternate workweek period, the Chief Engineer and General Manager may order and authorize such overtime. Such employees shall be entitled to receive additional compensation over their regular rate of compensation for such additional services as provided in Subsection 5.1B.

5.1A(i) Professional Supervisory, Professional, Management Unit, designated Confidential employees and hourly employees performing similar work are exempt from the Fair Labor Standards Act. When

directed and authorized to work overtime such employee may be eligible to receive overtime compensation as established by the Chief Engineer and General Manager.

5.1A(ii) All full pay leave and holidays, with the exception of non-scheduled personal leave, non-scheduled vacation, and non-scheduled accumulated compensatory overtime off for employees in the Professional Supervisory, Supervisory, Professional, or Management Unit will be included when calculating the number of hours required in a workweek for eligibility for overtime pay.

All full pay leave and holidays for employees in the Blue Collar, Confidential, Energy Recovery, Technical Support, and White Collar Unit, will be included when calculating the number of hours required in a workweek for eligibility for overtime pay.

When an employee who is on personal leave or vacation is called back by the District, such leave time will be included when calculating the number of hours required in a workweek for eligibility for overtime pay.

5.1B Overtime Rates. An employee in a classification in the Blue Collar or Energy Recovery Unit, or an hourly employee performing similar work who is ordered to work overtime, as defined in Subsection 5.1A, will be paid for such overtime at the rate of one and one-half times the hourly rate for their regular monthly salary.

An employee in a classification in the Supervisory, Technical Support or White Collar Unit, a non-exempt Confidential employee, or an hourly employee who is performing similar work, who is ordered to work overtime, as defined in Subsection 5.1A, will be paid for such overtime at the rate of one and one-half times the hourly rate for their regular monthly salary, or at the option of the employee, will receive compensatory time off at the rate of time and one-half.

5.1C Holiday Work. A monthly employee, except employees in Management positions, who is required to work on a regular paid holiday except Christmas and Thanksgiving Day shall be compensated for such holiday work at their straight time rate, in addition to receiving their regular monthly salary for the holiday.

Employees in the Blue Collar Unit who are required by the District to work on any holidays except Christmas, Thanksgiving and Day after Thanksgiving: (1) will be paid straight time in addition to regular pay for the holidays worked; or (2) may take another day off (which must be used before any full-day of vacation) in lieu of the holidays worked if they request and receive prior approval from their Department Management. Department Management may deny requests which would interfere with the District's operation but will not withhold approval unreasonably.

Any monthly employee, except employees in Management positions, who is required to work on Christmas or Thanksgiving Day will be compensated for such holiday work at time and one-half base rate in addition to receiving their regular monthly salary.

Any monthly employee, whose workweek schedule is other than Monday through Friday, who is scheduled to have a regular day off on a holiday as defined in Section 6.1 and who does not work that day, will be paid one (1) additional day at straight time pay. Any Confidential, Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, or White Collar Unit employee, whose workweek schedule is other than Monday through Friday, who is scheduled to have a regular day off on a holiday as defined in Section 6.1 and who does not work that day, will be paid one (1) additional day (eight [8] hours) at straight time pay, or receive eight (8) hours of time off, which must be used before any full-day of vacation. "Regular day(s) off" as used in this Subsection 5.1C means only the employee's scheduled days of rest in lieu of Saturday and Sunday, and does not include vacation, sick leave, personal leave, leave without pay, or any other absence.

Regardless of differences in scheduled days of work or days off, all monthly employees shall be entitled to the same number of holidays as monthly employees who work a normal forty (40) hour workweek from Monday through Friday and whose regular days off are Saturday and Sunday. This paragraph is intended to assure equitable holiday benefits for all monthly employees.

5.2 Standby Pay. Employees assigned to regularly scheduled periods of standby service at off duty times when such assignments cause inconvenience and restrict normal activities during such off duty periods may receive standby pay. Any employee in the Energy Recovery, Technical Support, White Collar Unit, or hourly employee will receive two dollars (\$2.00) per hour standby pay. Energy Recovery Unit employees whose principle work location is Calabasas will receive four dollars (\$4.00) per hour standby pay. Any employee in the Blue Collar, Confidential, Professional Supervisory, Supervisory, Professional Unit will receive three dollars (\$3.00) per hour standby pay. Employees assigned to standby duty will not receive standby pay when

they are called back to work and are receiving call back pay, or if the employee is otherwise working (i.e., the employee cannot receive standby pay and paid time concurrently).

Assignment to such standby service shall only be made with the approval of the Chief Engineer and General Manager or their designee.

5.3 Shift Differential. For this Section, hourly pay rate is defined as the employee's base salary divided by 174 hours.

Any Professional Unit employee who works a shift five-eighths of which falls between the hours of 4:00 P.M. and 8:00 A.M., shall receive a payment equivalent to five and one-half percent (5½ %) of their hourly pay rate for each hour worked on said shift.

Any Confidential Unit employee who starts work between 2:00 P.M. and 8:59 P.M, shall receive a payment equivalent to five and one-half percent (5½ %) of their hourly pay rate for each hour worked on said shift.

Any employee in the Technical Support Unit who starts work between 2:00 P.M. and 8:59 P.M, shall receive a payment equivalent to five and one-half percent (5½ %) of their hourly pay rate for each hour worked on such shift. Any employee in the Technical Support Unit who starts work between 9:00 P.M. and 4:00 A.M, shall receive a payment equivalent to seven and one-half percent (7½ %) of their hourly pay rate for each hour worked on such shift. Industrial Waste Inspectors will receive swing shift differential on scheduled meeting days (required) if they are assigned to the swing shift.

Any employee in the Energy Recovery Unit who works a shift falling between the swing shift period of 4:00 P.M. and 12:00 midnight or the graveyard shift of 12:00 midnight to 8:00 A.M. will be paid for each quarter hour worked at five and one-half percent (5½ %) of the base hourly rate for the swing shift hours and seven and one-half percent (7½ %) for the graveyard shift.

Employees in the Blue Collar Unit who work a swing shift are paid a bonus equivalent to five and one half percent (5½ %) of the base hourly rate for each hour worked. Swing shift is defined as a scheduled shift that starts between 2:00 P.M. and 8:59 P.M. Employees who work a graveyard shift are paid a bonus equivalent to eight and one half percent (8½ %) of the base hourly rate for each hour worked. Graveyard shift is defined as a shift that starts between 9:00 P.M. and 3:00 A.M. Shift differential will be paid on overtime with at least four (4) consecutive hours of overtime worked. The rate of shift differential paid on overtime hours will be determined by the time the overtime starts. For the purposes of shift differential only, overtime hours eligible for shift differential will be those hours outside the employee's normal daily work schedule.

Any employee in the Supervisory or White Collar Unit who starts work between 2:00 P.M. and 8:59 P.M, shall receive a payment equivalent to five and one-half percent (5½ %) of their hourly pay rate for each hour worked on such shift.

Any employee in the Supervisory Unit who starts work between 9:00 P.M. and 3:00 A.M, shall receive a payment equivalent to eight and one-half percent (8½ %) of their hourly pay rate for each hour worked on such shift.

Said payment shall not be paid to any employee for time on paid or unpaid leave whose assignment would have otherwise qualified them for the payment. Employees in the Professional and Supervisory Units who are assigned to regularly work the swing or grave shift, and have regularly worked the swing or grave shift for at least three (3) consecutive months, will be eligible for shift differential on full-pay current year sick leave (to a maximum of 96 hours per calendar year) and on holidays listed in Section 6 if they were eligible for the listed holiday. The differential is not applicable on any sick leave cash-out and/or when using a banked holiday.

This subsection shall not apply to Management employees.

5.4 Call-Back Pay. Whenever an employee in the Blue Collar, Confidential, Energy Recovery, Supervisory, Technical Support, or White Collar Unit is unexpectedly ordered by Management or its authorized agent, to return to duty following the termination of their normal workday or normal workweek and departure from the employee's work location and does return to a worksite (or commences travel to a worksite) they will receive a minimum payment equivalent to three (3) hours of premium overtime pay whether or not the employee is assigned a District vehicle. Time for call-back pay will include time for the round trip commuting as determined by Management from the employee's residence to the designated work location and begins at the time the employee affirmatively accepts the call-back. The call-back period will end when the employee arrives

at their residence or the location agreed to by their supervisor or manager and the employee will notify their supervisor or manager upon arrival. It is expected that once an employee affirmatively accepts the call-back they will promptly report to the designated location. An employee commuting to and from the employee's designated work location in a call-back situation is not eligible for mileage reimbursement. A worksite does not include the employee's home or designated telework location. Whenever an employee in the Blue Collar, Confidential or Supervisory Unit is ordered by an authorized District representative to return to duty, but such return occurs less than two (2) hours before the scheduled starting time for the employee's next regular shift, it will be deemed an early shift start, and the employee will be compensated at their overtime rate for any overtime worked rather than the three (3) hour minimum provided in this Section. If the responsibilities of the position or the day's work do not require the employee to stay through the full regular shift, and if the employee voluntarily agrees, the employee may leave work before their regularly scheduled end of shift without incurring overtime.

5.5 Layoff Benefits. An employee shall be eligible for layoff benefits provided the employee is a monthly employee with at least six (6) months continuous service with the District. Layoff means separation from employment with the District due to lack of work as distinguished from other types of separation such as resignation, discharge or suspension as a disciplinary penalty, retirement, leave of absence, or death.

Layoff benefits for eligible employees shall consist of a lump sum payment for all accrued unused overtime, holiday time, or vacation time at the rate of straight time pay computed as if the employee had resigned from the District service on the same date when the employee was laid off, plus a lump sum payment for accumulated unused full pay sick leave, subject to the limitations in Subsection 6.4 of this Salary Resolution.

5.6 Superior - Subordinate Pay. When the base monthly rate of pay (exclusive of any special pay, overtime pay, bonuses or "Y" rate) of any employee is more than the base monthly rate of pay of the employee who is designated as their regular supervisor by the District Management, the supervisor's base pay will be at least ten dollars (\$10.00) per month more than the base monthly rate of pay of their subordinates. Supervising engineers who supervise non-engineering personnel are exempt from Superior-Subordinate Pay.

5.7 Section removed

5.8 California Public Employees' Retirement System Contribution (CalPERS). The District will pay the seven percent (7%) normal employee contribution to the CalPERS on behalf of employees, consistent with Districts' labor agreements and in compliance with the California Public Employees' Pension Reform Act of 2013.

5.9 Medical Insurance. For every monthly employee of the District who is eligible and elects to participate in any of the medical plans authorized by the District, a contribution will be made by the District. The District maximum contribution will be an amount not to exceed the higher of the Kaiser family plan premium for the Los Angeles Area Region or the Other Southern California Counties minus the employee cost sharing which is half of the increase above \$75.00 per month from the previous year's premium. The cost sharing has a maximum of \$20.00 per month and \$150.00 per month cumulative maximum.

For an hourly employee in the CalPERS who is eligible and elects to participate in any of the medical plans authorized by the District, the District will make a contribution to the premium. The District maximum contribution will be an amount not to exceed the higher of the Kaiser employee only plan premium for the Los Angeles Area Region or the Other Southern California Counties.

The District will continue to make the contribution for a monthly employee's medical insurance for six (6) months for the Energy Recovery Unit, eighteen (18) months for the Management, Confidential, Professional Supervisory, Professional, Supervisory, Technical Support and White Collar Units, and twenty-four (24) months for the Blue Collar Unit from the date of an industrial injury or onset of an industrial illness if such an employee is absent due to the industrial injury or illness.

5.9A Medical Opt-Out. Monthly employees in the Energy Recovery, Technical Support and White Collar Units may receive \$287 per month as cash in lieu of enrolling in the District's offered medical coverage if they provide proof of minimum essential coverage ("MEC") for themselves and their tax family (if applicable) through another source (other than coverage in the individual market, whether or not obtained through Covered California). Employees requesting to opt out of medical coverage and receive the cash in lieu must provide reasonable evidence of such coverage and sign an attestation during each annual open enrollment period. The District will not make payment of cash-in-lieu if the District knows or has reason to know that the employee or a member of the employee's tax family does not have the alternative coverage. The monthly payments begin in January of the calendar year subsequent to opting-out.

Employees in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory, and Management Units, eligible for Districts' medical contributions, may receive \$360 per month as cash in lieu of enrolling in the District's offered medical coverage if they provide proof of minimum essential coverage ("MEC") for themselves and their tax family (if applicable) through another source (other than coverage in the individual market, whether or not obtained through Covered California). Employees requesting to opt out of medical coverage and receive the cash in lieu must provide reasonable evidence of such coverage and sign an attestation during each annual open enrollment period. The District will not make payment of cash-in-lieu if the District knows or has reason to know that the employee or a member of the employee's tax family does not have the alternative coverage. The monthly payments begin in January of the calendar year subsequent to opting-out. New hires in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory, and Management Units may request to opt-out at the time of hire in lieu of enrolling in a Districts' medical plan. Payments for new hires who opt-out will begin the first of the month subsequent to opting-out.

5.10 Dental Insurance. For every monthly employee of the District who is eligible and elects to participate in the District's dental insurance program the District will pay the premium for the employee and their dependents. For every monthly retiree who elects to participate in the District's dental insurance program, the District will make a contribution of \$31.25 per month towards dental insurance.

The District will continue to make the contribution for a monthly employee's dental insurance for six (6) months for the Energy Recovery Unit, eighteen (18) months for the Management, Confidential, Professional Supervisory, Professional, Supervisory, Technical Support and White Collar Units, and twenty-four (24) months for the Blue Collar Unit from the date of an industrial injury or onset of an industrial illness if such an employee is absent due to the industrial injury or illness.

5.11 Life Insurance. The District will provide a \$50,000 term life insurance policy to monthly employees.

5.12 Long Term Disability. The District will provide a group long term disability insurance policy to employees in the Blue Collar Unit, which provides sixty-six point sixty-six percent (66.66%) of the employee's base salary after a ninety (90) day waiting period for a maximum of twenty-four (24) months in the event of disability as determined by the insurance carrier.

The District will provide a group long term disability insurance policy to employees in the Confidential, Energy Recovery, Professional Supervisory, Supervisory, Professional, Technical Support, White Collar or Management Unit which provides sixty-six point sixty-six percent (66.66%) of the employee's base salary after a ninety (90) day waiting period for a maximum of sixty (60) months in the event of disability as determined by the insurance carrier.

5.13 Deferred Compensation. The District shall contribute to an eligible deferred compensation plan pursuant to Section 457 of the Internal Revenue Code on behalf of each District employee who is in a Management position, and to those other District employees whom the Chief Engineer and General Manager determines carry out substantially equivalent managerial responsibilities, an amount of money equal to three percent (3%) of such employee's CalPERS salary as defined in Section 3.10A. This contribution shall be made by the District in monthly installments. This contribution shall be in addition to all other benefits provided for hereby.

Commencing January 1, 2023, the District shall provide a matching contribution to an eligible deferred compensation plan pursuant to Section 457 of the Internal Revenue Code on behalf of each employee in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory and Management Units. The matching contribution will be made with each normal monthly paycheck, and no match will be provided with buy-back contributions and leave cash out payments. The match amount with each paycheck will be the lesser of: three percent (3%) of the employee's base monthly salary as listed in the Salary Schedule; and the amount the employee is contributing with that paycheck. The annual total combined employee and employer contribution are subject to IRS limits.

5.14 Longevity/Service Incentive. All monthly employees are eligible to receive Longevity/Service Incentive Pay based on the employee's date of hire, continuous District service and age. Monthly employees completing ten (10) years of continuous District service shall receive an amount equal to one percent (1%) of base wages. The minimum Longevity/Service Incentive paid to an employee with ten (10) years of continuous District service shall be \$500.00 annually based on the preceding twelve months of eligibility. Monthly employees completing fifteen (15) years of continuous District service shall receive an additional two percent (2%) of base wages. Monthly employees completing twenty (20) years of continuous District service and attaining 56 years of age shall receive an additional three percent (3%) of base wages, and

upon completion of twenty-five (25) years of continuous District service and attaining 61 years of age shall receive an additional four percent (4%) of base wages. The Longevity/Service Incentive Pay shall become effective on the first of the month following the completion of the applicable service year and attaining the required age.

5.15 Hourly Employees. Hourly employees will be entitled to overtime, special pay, and other benefits as set forth herein or in accordance with directives of the Chief Engineer and General Manager provided such overtime, special pay, and other benefits do not exceed those provided to monthly employees.

5.16 Commercial License and Crane Certification. When management directs an employee in the Blue Collar Unit to obtain and maintain a commercial Class A or Class B California driver's license, which is not a minimum qualification for their classification as specified by the classification specification, the employee will receive \$100.00 per month. When management directs an employee in the Blue Collar Unit to obtain and maintain a crane certification, which is not a minimum qualification for their classification as specified by the classification specification, the employee will receive an additional \$50.00 per month. The maximum amount payable under this section is \$150.00 per month. Payment will only be authorized in months when the employee worked.

5.17 Employee Wellness. Employees in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory and Management Units will receive \$300, once per calendar year, when the employee provides acceptable documentation, which shall not include any results or diagnosis thereof, that the employee has completed an annual physical conducted by a medical doctor (MD or DO) or Nurse Practitioner (NP), Physician Assistant (PA), or Registered Nurse (RN) of the employee's choice and at the employee's expense, and one (1) dental exam in the calendar year in which the employee is requesting payment. Acceptable documentation must be submitted to the Human Resources department within the calendar year of the requested payment.

No later than July 2023, employees in the Energy Recovery, Technical Support, and White Collar Unit will receive \$300 when the employee provides acceptable documentation, which shall not include any results or diagnosis thereof, that the employee has completed an annual physical conducted by a medical doctor (MD or DO) or Nurse Practitioner (NP), Physician Assistant (PA), or Registered Nurse (RN) of the employee's choice and at the employee's expense, and one (1) dental exam in the preceding 12-months. Acceptable documentation must be submitted to the Human Resources department by May 30th.

5.18 Treatment Plant Operator Certification. When an employee in the Blue Collar Unit classifications of Assistant Treatment Plant Operator, Treatment Plant Operator I and Treatment Plant Operator II obtain and maintain state certification above what is required of their classification, the employee may receive an initial bonus and a monthly incentive. For a Grade III certification, eligible employees will receive a one-time bonus of \$500 and a \$50 monthly incentive. For a Grade IV certification, eligible employees will receive a one-time bonus of \$750 and a \$75 monthly incentive. For a Grade V certification, eligible employees will receive a one-time bonus of \$1,000 and a \$100 monthly incentive. The monthly incentives are not cumulative.

5.19 Uniforms. The District will report to CalPERS the monthly value of provided uniforms using the following monthly rates for 5 changes per week: \$7.80 for shirts, \$7.80 for cotton pants, \$8.91 for cotton jean pants, \$14.49 for cotton coveralls, \$11.15 for cotton/poly blend coveralls, \$21.18 for resistant shirts, and \$21.18 for fire resistant pants. This is considered special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5) Uniforms.

5.20 Out-of-Class Pay. When a monthly employee is determined to be working out-of-class, out-of-class pay will be based on the employee's present salary in relation to the salary range of the class normally utilized to perform the assigned duties. The equivalent of a one step (5.5%) increase will be authorized, except when the first step of the higher salary range is more than 5.5% above the employee's current salary, the employee will be compensated at step 1 of the higher salary range, or when the employee is on step 5 of their current salary range, and step 5 of the higher salary range would provide an increase of less than 5.5%, the employee will be compensated at step 5 of the higher salary range.

SECTION 6. LEAVES OF ABSENCE

6.1A(i) Holidays. Any monthly employee shall receive eight (8) hours pay for the following holidays:

<u>HOLIDAY</u>	<u>DATE HOLIDAY OBSERVED</u>
Independence Day	July 4, 2023
Labor Day	September 4, 2023
Indigenous People's Day	October 9, 2023
Veterans Day	November 10, 2023
Thanksgiving Day	November 23, 2023
Day after Thanksgiving	November 24, 2023
Christmas Day	December 25, 2023
New Year's Day	January 1, 2024
Dr. Martin Luther King Jr.'s Birthday	January 15, 2024
Presidents' Day	February 19, 2024
Cesar Chavez's Birthday	March 25, 2024
Memorial Day	May 27, 2024
Juneteenth	

6.1A(ii) Christmas Eve (December 24th). A monthly employee who is regularly scheduled to work on December 24th will either be given four (4) hours off with regular pay or will be entitled to four (4) hours of straight time pay in addition to regular pay. The employee must work, or be on paid time off, on December 24th to be eligible to receive the four (4) hours of straight time pay in addition to regular pay.

6.1B Employees in the Blue Collar Unit who are required by the District to work on the day after Thanksgiving will receive one banked holiday which must be taken off prior to March of the following year on a day which will not interfere with the District operations, or will be paid for the holiday in accordance with Subsection 5.1C.

6.2A Vacations. In accordance with and subject to the specific provisions of this Section, hourly employees, except students, with one (1) year of continuous service as of January 1 will be eligible for a paid vacation of eighty (80) hours per year; after five (5) years of service, one hundred twenty (120) hours per year; upon completion of ten (10) years of service, eight (8) additional hours plus eight (8) hours per additional year to a maximum of one hundred sixty (160) hours per year. All hourly employees, except students, will be eligible, after twenty-five (25) years of service, for two hundred (200) hours of vacation.

In accordance with and subject to the specific provisions of this Section, monthly employees with one (1) year of continuous service as of January 1 will be eligible for a paid vacation of eighty eight (88) hours per year; after five (5) years of service, one hundred twenty eight (128) hours per year; upon completion of ten (10) years of service, eight (8) additional hours plus eight (8) hours per additional year to a maximum of one hundred sixty eight (168) hours per year. All monthly employees, except Management employees, will be eligible, after twenty-five (25) years of service, for two hundred eight (208) hours of vacation.

After twenty-five (25) years of service, in lieu of the District's deferred compensation contribution, employees in the Management Unit may request an additional forty (40) hours of vacation. Employees in the Management Unit must make their request in writing before the beginning of the calendar year after twenty-five (25) years of service. Changes may only be made effective the following calendar-year.

Monthly and hourly employees, except students, will be eligible for a vacation on January 1 of each year based upon the number of days of active service in the preceding calendar year computed in accordance with Tables I through V of this Section. For the purpose of Subsection 6.2 Vacations, "days of active service" includes full days worked and fully paid leaves.

6.2A(i) Vacations - Ten Through Fourteen Years of Service. Monthly and hourly employees, except students, who have been in continuous service for ten (10) years through fourteen (14) years, will be eligible for vacations in accordance with the following:

In addition to the vacation allowance to which they otherwise would be eligible as set forth in this Section, employees will be eligible, commencing on the date they complete their tenth (10th) year of continuous service and for each year thereafter, to have their vacation computed in accordance with Table IV.

TABLE I

ENTRY INTO DISTRICT SERVICE THROUGH FOUR YEARS OF SERVICE			
Number of Working Hours of Vacation (Monthly Employees)	Number of Working Hours of Vacation (Hourly Employees)	Number of Calendar Days of Active Service Required of a Monthly Employee	Number of Hours of Active Service Required of an Hourly Employee
16	8	19	104
24	16	55	304
32	24	91	504
40	32	127	704
48	40	163	904
56	48	199	1104
64	56	235	1304
72	64	271	1504
80	72	307	1704
88	80	343	1904

TABLE II

FIFTH YEAR OF SERVICE		
Number of Working Hours of Vacation	Number of Calendar Days of Active Service Required of a Monthly Employee	Number of Hours of Active Service Required of an Hourly Employee
8	37	200
16	109	600
24	181	1000
32	253	1400
40	325	1800

TABLE III

FIVE THROUGH NINE YEARS OF SERVICE			
Number of Working Hours of Vacation (Monthly Employees)	Number of Working Hours of Vacation (Hourly Employees)	Number of Calendar Days of Active Service Required of a Monthly Employee	Number of Hours of Active Service Required of an Hourly Employee
16	8	13	72
24	16	37	200
32	24	61	328
40	32	85	456
48	40	109	584
56	48	133	712
64	56	157	840
72	64	181	968
80	72	205	1096
88	80	229	1224
96	88	253	1352
104	96	277	1480
112	104	301	1608
120	112	325	1736
128	120	349	1864

TABLE IV

TEN THROUGH FOURTEEN YEARS OF SERVICE										
Number of Additional Working Hours of Vacation	Number of Calendar Days of Active Service Required of a Monthly Employee					Number of Hours of Active Service Required of an Hourly Employee				
	YEARS OF SERVICE					YEARS OF SERVICE				
	10	11	12	13	14	10	11	12	13	14
8	183	91	61	46	37	1048	520	352	264	208
16		273	183	137	109		1560	1048	784	624
24			305	228	181			1744	1304	1032
32				319	253				1824	1448
40					325					1856

TABLE V

FIFTEEN OR MORE YEARS OF SERVICE			
Number of Working Hours of Vacation (Monthly Employees)	Number of Working Hours of Vacation (Hourly Employees)	Number of Calendar Days of Active Service Required of a Monthly Employee	Number of Hours of Active Service Required of an Hourly Employee
16	8	10	40
24	16	28	136
32	24	46	232
40	32	64	328
48	40	82	424
56	48	100	520
64	56	118	616
72	64	136	712
80	72	154	808
88	80	172	904
96	88	190	1000
104	96	208	1096
112	104	226	1192
120	112	244	1288
128	120	262	1384
136	128	280	1480
144	136	298	1576
152	144	316	1672
160	152	334	1768
168	160	352	1864

6.2B Leaving Vacation. An employee who leaves the service of the District is eligible to receive payment for earned, unused vacation. Such payment for leaving vacation shall be based upon the number of working days of vacation earned in accordance with Subsections 6.2A through 6.2E of this Resolution. A lump sum payment for all accrued vacation must be allowed an employee leaving District service in lieu of carrying them on the payroll.

6.2C Special Provisions.

6.2C(i) An employee paid on a monthly basis for a portion of the year and on an hourly basis for a portion of the year shall be allowed such vacation as may have accrued to them computed on time worked during each respective period.

6.2C(ii) Employees in Armed Services. Any employee who enters the armed forces of the United States, who has been in District service for one (1) year or more immediately prior to such duty, shall be entitled to such vacation as has accrued to them for the current calendar year, to be taken at the time of entering military service. No lump sum payment may be made in lieu of carrying such employee on the payroll.

6.2D Time of Taking Vacation. Vacation may be taken at such time or times during the calendar year immediately succeeding that in which it is earned as may be approved by the Chief Engineer and General Manager or taking vacation may be deferred for one (1) year. Vacation time for Confidential, Professional

Supervisory, Supervisory, Professional, White Collar or Management employees may be deferred for two (2) years.

6.2E Holidays Occurring During Vacations. A holiday falling within a vacation period shall not be a working day.

6.2F Interruption in Service. For the purpose of Subsection 6.2 only, a resignation or layoff followed by reinstatement within one (1) year shall not be considered an interruption of continuous service, but the time between such resignation or layoff and reinstatement, if not spent in military service, shall not be counted as service. Upon reinstatement, after a second voluntary resignation, an employee shall be deemed to have entered District service for the first time.

6.2G Vacation Buy Back. Any monthly employee in the Energy Recovery, Technical Support or White Collar Unit who files a request with the District Human Resources Manager by November 15 will be paid for their unused vacation not to exceed one hundred (100) hours. Any monthly employee in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory or Management Unit who files a request with the District Human Resources Manager by November 15 will be paid for their unused vacation not to exceed two hundred (200) hours. The rate for such payment will be based upon the employee's salary on November 1 of that year. Such payments will be made prior to January 15th the following year.

6.3 Illness and Injuries in the Course of Employment.

6.3A Any Confidential, Professional Supervisory, Supervisory, Professional, Management or Blue Collar Unit employee who is compelled to be absent from active service as a result of an illness or injury compensable under the Workers' Compensation Act of the State of California, whose weekly compensation benefits received by them under the provisions of said Act, plus earnings from other employment, if any, are less than seventy percent (70%) of their base salary, shall be entitled to receive the difference between seventy percent (70%) of their base salary and such benefits and earnings for a period not to exceed ninety (90) calendar days from the date of injury or onset of the illness.

An Energy Recovery, Technical Support, or White Collar Unit employee who is compelled to be absent from active service as a result of an illness or injury compensable under the Workers' Compensation Act of the State of California, whose weekly compensation benefits received by them under the provisions of said Act plus earnings from other employment, if any, are less than sixty-six and two-thirds percent (66 $\frac{2}{3}$ %) of their base salary, shall be entitled to receive the difference between sixty-six and two-thirds percent (66 $\frac{2}{3}$ %) of their base salary and such benefits and earnings for a period not to exceed ninety (90) calendar days from the date of the injury or onset of the illness.

6.3B These benefits will not include any payments made for hospital, surgical and medical expenses incurred or payments received as a result of permanent disability awards.

6.3C No deductions will be made from sick leave, vacation time, or overtime previously accumulated by the employee for such time off the job. Notwithstanding any other provisions of this Resolution, any person compelled to be absent as provided in this Subsection shall not lose any previously earned vacation, carry-over sick leave or accumulated overtime unless the employee elects to use such available leave time in lieu of injury pay. The employee shall not, while on leave under this Section, earn such benefits, except in the event of such an election to use other available fully paid leave.

6.3D An employee who is granted a disability retirement allowance as a result of such injury before ninety (90) days from the date of the accident, if such retirement allowance plus weekly compensation benefits received under the provisions of the Workers' Compensation Act of the State of California, plus earnings, if any, from other employment total less than the injury pay provided for in Subsection 6.3A, shall be entitled to receive the difference between the injury pay provided for in Subsection 6.3A and such retirement allowance, benefits and earnings for the balance of the ninety (90) days.

6.3E These provisions shall apply only to those cases and during such periods that an injury is determined to be compensable under the Workers' Compensation Act by either: (1) The Chief Engineer and General Manager; or (2) The California Workers' Compensation Appeals Board or appropriate Appellate Forum.

All benefits payable hereunder shall cease when a person leaves District service other than by disability retirement.

6.3F An employee who is compelled to be absent from active service on account of injury arising out of and in the course of their employment in excess of ninety (90) days, whose benefits plus earnings, if any, from other employment are less than what the employee would have been entitled to receive under the provisions of Subsection 6.4 if their injuries had not arisen out of or in the course of their employment, shall be entitled to use available full pay leave benefits on a pro-rated basis not to exceed their base monthly salary.

6.3G Leave with pay for medical treatment authorized under the provisions of the Workers' Compensation Act of the State of California will be permitted for short periods of time (one hour or less) when temporary disability payments pursuant to Subsection 6.3A are not made.

6.3H The provisions of this Section shall be construed to apply to all Sanitation District employees meeting the qualifications who are presently or hereafter absent from active service as a result of injuries arising out of and in the course of their employment.

6.4 Sickness or Injury Not Arising Out of or In The Course of Employment.

Employees who will be absent on a regular working day shall inform their supervisor as early on that day as possible. The District may require employees to submit proof of illness, injury or medical or dental care as a condition of paid sick leave. The District may require an employee to be examined by a physician selected by the District, at District expense, to confirm the employee's disability or to confirm their ability to return to work and satisfactorily perform the duties of their job. Employees will be provided sick leave in compliance with the Healthy Workplaces, Healthy Families Act of 2014.

6.4A Employees in the Blue Collar, Confidential, Energy Recovery, Technical Support, White Collar, Professional Supervisory, Supervisory, or Professional Unit, and Management positions employed continuously on a monthly basis in the Districts' service may be eligible for up to ninety-six (96) hours of current sick leave for illness or injury of the employee's spouse, the employee's children and the employee's parents, the employee's registered domestic partner, or for other purposes permissible under the law. The first twenty-four (24) hours, or 3-days, per calendar year of sick leave may be used for purposes outlined in Labor Code Sections 245-246.

If a monthly employee requests and is approved for leave under the Family and Medical Leave Act (FMLA), they may use carry-over sick leave concurrently with such leave.

6.4B A monthly employee with less than a full year of continuous service as of January 1, accrues sick leave at the rate of eight hours for each full month of service. An employee with one (1) full year or more of continuous service as of January 1 of any year is eligible for ninety-six (96) or fewer hours of sick leave at full pay on January 1 based upon the number of days of active service in the preceding calendar year in accordance with Table VI; except that when an employee is on leave of absence on January 1, they will not be eligible for new sick leave benefits on that date and will become eligible for a prorated number of working hours of full pay sick leave based upon the number of days of active service during the preceding calendar year in accordance with Table VI on the day following the employee's return to full time active service. For the purpose of Subsection 6.4, "days of active service" includes full days worked and full and partial pay sick leave. A monthly employee that is eligible for a prorated number of full pay sick leave that is less than 3-days or 24 hours and has less than 3-days or 24 hours of full pay sick leave available, will be provided the difference up to 3-days or 24 hours.

TABLE VI

PRO RATED SICK LEAVE	
Number of Working Days of Full Pay Sick Leave Earned	Number of Calendar Days of Active Service Required of a Monthly Employee
1	15
2	45
3	75
4	105
5	135
6	165
7	195
8	225
9	255
10	285
11	315
12	345

6.4C For the purpose of this Section, an employee's continuous service shall be deemed to begin on the first of the month in the event their actual continuous service begins on or before the fifteenth (15th) of the month, and shall be deemed to begin on the first of the following month in the event their actual continuous service begins on or after the sixteenth (16th) of the month.

6.4D Sick leave at full pay shall be used in the reverse order in which it has been earned; the most recently earned sick leave time shall be used first. In addition to other authorized uses, sick leave at full pay may be used for non-emergency medical or dental care.

6.4E Accumulation and Payoff of Sick Leave at Full Pay. All benefits payable hereunder shall cease when a person leaves District service other than by disability retirement. An employee will not receive compensation for unused accrued paid sick leave earned as a Liquid Waste Disposal Attendant, Student, or Hourly Employee. Upon termination from District service or when granted a parental leave of absence, an employee in the Blue Collar Unit who holds a monthly position and who has at least thirty (30) months of continuous service shall be entitled to a lump sum payment for accumulated sick leave at full pay to a maximum of 720 working hours. Upon termination from District service or when granted a parental leave of absence, an employee in the Confidential, Energy Recovery, Professional Supervisory, Professional, Supervisory, Technical Support, White Collar or Management Unit hired prior to July 1, 2011 who holds a monthly position and who has at least thirty (30) months of continuous service shall be entitled to a lump sum payment for accumulated sick leave at full pay to a maximum of 1440 working hours. Upon termination from District service or when granted a parental leave of absence, an employee in the Confidential, Energy Recovery, Professional Supervisory, Professional, Supervisory, Technical Support, White Collar or Management Unit hired on or after July 1, 2011 who holds a monthly position and who has at least thirty (30) months of continuous service shall be entitled to a lump sum payment for accumulated sick leave at full pay to a maximum of 720 working hours.

In computing such lump sum payment, an eligible employee shall be entitled to receive payment as if the employee had continued to remain in active District service for the total time which results from the sum of all unused sick leave at full pay accumulated on or after January 1, 1975.

In no event shall such lump sum payment exceed the maximum set forth herein.

6.4F Sick Leave Buy Back. A monthly employee who has accumulated and maintains two hundred and forty (240) hours of full pay current and carry over sick leave and who files a request for payment with the District Human Resources Manager by November 15, will be paid for their current full pay sick leave

for that year which the employee has not used. The rate of such payment will be based upon the employee's salary on November 1 of that year. An employee who does not file a request by November 15 will accumulate their full pay sick leave to the maximum of 1440 hours. Such payment will be made prior to January 15 of the following year.

For monthly employees, carry over sick leave in excess of two hundred and forty (240) hours may be used for the deferred compensation catch-up contribution provisions subject to IRS limitations. An employee with the maximum number of days of accumulated full pay sick leave for lump sum payoff purposes, as defined in Subsection 6.4 may be paid each year for their unused current full pay as of December 31 of each year. The rate of such payment will be based upon the employee's salary on November 1 of that year. An employee not wishing to be paid for such unused current year sick leave will accumulate their full pay sick leave to the maximum of 1440 hours.

6.4G An employee covered by Subsection 6.4E above who is reinstated to a position on a monthly basis shall be entitled to have restored to them any previously earned and unused full pay sick leave not previously paid for pursuant to Subsection 6.4E above.

6.4H Sick Leave at Partial Pay. In addition to the sick leave at full pay herein provided, an Energy Recovery, Technical Support or White Collar Unit employee who has completed six (6) months or more of continuous service, which six (6) months shall commence on the first day of the initial eligibility period as established under Section 6.4A, shall be eligible for sick leave at partial pay in accordance with Table VII set forth in this Subsection during the remainder of the calendar year following completion of such six (6) months' service, and during each subsequent calendar year except as limited by the following paragraphs.

Sick or injury leave benefits provided for in this Subsection as set forth in Table VII, and the twelve (12) working days of full pay sick leave as detailed in Section 6.4, shall be limited to three (3) consecutive years for any one illness, and any allowance for a second or third year shall be contingent upon approval by the Chief Engineer and General Manager. No compensation shall be paid under this Subsection for any period in excess of the time for which such employee's service has been engaged.

Sick leave at partial pay may not be used for non-emergency medical or dental care, and it may not be accumulated. Monthly employees are entitled to use partial pay sick leave in the event their illness or injury compels them to be absent from their duties for five (5) or more consecutive working days and they have exhausted all of their full-pay sick leave as well as any compensatory time.

Sick leave at partial pay as set forth in Table VII shall be allowed only when the employee absent shall furnish to the Chief Engineer and General Manager a physician's certificate or other satisfactory proof that such absence was actually due to illness or injury.

TABLE VII

PARTIAL PAY SICK LEAVE	
Length of Continuous Service	Number of Calendar Days of 50% Pay Sick Leave
6 months to 1 year	7
1 year to 2 years	18
2 years to 5 years	35
5 years to 10 years	84
10 years	126
11 years	133
12 years	140
13 years	147
14 years	154
15 years	161
16 years	168
17 years	175
18 years	182
19 years	189
20 years	196
21 years	210
22 years	224
23 years	238
24 years	252
25 years	266
26 years	280
27 years	294
28 years	308
29 years	322
30 years	336

In the event an employee in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory or Management Unit employee uses all of their full pay sick leave and vacation, they may be eligible for additional leave at fifty percent (50%) pay in accordance with Table VIII set forth in this Subsection. Employees are entitled to use partial pay sick leave in the event their illness or injury compels them to be absent from their duties for five (5) or more consecutive working days. Sick leave at partial pay shall be allowed only when the employee furnishes to the Chief Engineer and General Manager a physician's certificate or other satisfactory proof that such absence was actually due to illness or injury. At a minimum, the documentation must be from a medical doctor (MD or DO) from their Districts medical plan. For example, an employee with Kaiser insurance must submit a note from an MD or DO through Kaiser. The employee will also be required to attest that they are unable to perform their job and that they will not work, including self-employment, for the duration of their absence under partial pay sick leave. A monthly employee who has completed six (6) months or more of continuous service, which six (6) months shall commence on the first day of the initial eligibility period under Section 6.4A of the Salary Resolution, shall be eligible for sick leave at partial pay in accordance with the table below during the remainder of the calendar year following completion of such six (6) months'

service, and during each subsequent calendar year. A person on partial pay sick leave may not elect any other types of leave on an intermittent basis while using partial pay sick leave. For example, an employee may not commence partial pay sick leave, use a day of vacation, and then recommence partial pay sick leave. Retroactive adjustments to previously used partial pay sick leave in order to accrue leave benefits are prohibited. An employee shall not be allowed additional newly accrued partial pay sick leave until after returning to work for six full months. Partial pay sick leave shall be limited to three (3) consecutive years, and any allowance for a second or third year shall be contingent upon approval by the Chief Engineer and General Manager. The number of hours of partial pay sick leave are based upon the number of years of full-time, continuous service as follows:

TABLE VIII

PARTIAL PAY SICK LEAVE	
Length of Continuous Service	Number of Hours in a Calendar Year of 50% Pay Sick Leave
6 months to 1 year	40
1 year to 2 years	104
2 years to 5 years	200
5 years to 10 years	480
10 years	720
11 years	760
12 years	800
13 years	840
14 years	880
15 years	920
16 years	960
17 years	1000
18 years	1040
19 years	1080
20 years	1120
21 years	1200
22 years	1280
23 years	1360
24 years	1440
25 years	1520
26 years	1600
27 years	1680
28 years	1760
29 years	1840
30 years	1920

6.5 Leave of Absence Due to Quarantine. Any monthly employee provided for by this Resolution who is prevented from performing the duties of their position by reason of a quarantine duly imposed by legal authority shall be entitled to receive compensation during such absence at the same rate and under the same conditions and limitations as prescribed and allowed in case of absence by reason of sickness or injury, other than injuries arising out of and in the course of their employment; provided, however, that leaves of absence

at full pay shall not be applicable. Any employee who claims compensation by reason of any such quarantine shall furnish the Chief Engineer and General Manager satisfactory proof of the imposition, nature and duration of such quarantine and of their compliance therewith.

6.6 Parental Leave. Whenever a monthly employee becomes disabled as a result of pregnancy, and the disability prevents the employee from performing the duties of their position, the employee shall be granted a leave of absence. An employee on a parental leave of absence is eligible for sick leave benefits as provided for in Subsection 6.4 of this Salary Resolution, subject to the presentation of medical evidence substantiating the fact that the disability prevents the employee from performing the duties of their position. Such leave shall not extend beyond one year unless approved by the Chief Engineer and General Manager.

6.7 Personal Leave. During a calendar year, a monthly employee may use twenty-four (24) hours of their current full pay sick leave for personal reasons which do not interfere with the District operations. Requests for the use of personal leave shall be made to the employee's supervisor at least three (3) business days before the requested absence except for unforeseen emergencies. Employees in the Confidential, Management, Professional, Professional Supervisory or Supervisory Unit may use up to forty (40) hours of their current full pay sick leave for personal reasons which do not interfere with the District operations.

6.8A Military Leave. Whenever an employee applies for a leave of absence for the purpose of entering the armed forces of the United States, the employee shall be granted a leave of absence for the duration of such Federal Service.

6.8B An employee who is a member of the California State National Guard or armed forces of the United States, shall be granted a leave of absence not to exceed thirty (30) calendar days in a calendar year at their regular pay while performing ordered military duty. Such leave of absence shall be granted upon application and in the same manner as other leaves of absence.

6.8C An employee who is a member of the California State National Guard or armed forces of the United States, involuntarily called for active duty or training, shall be entitled to the difference between their military salary, including all supplemental pay, and their District base pay starting from the 31st calendar day of active service not to extend beyond three hundred and sixty-five (365) consecutive calendar days of active service. The District will continue to make the employee's contributions provided for in the Section 5.8, and the employer's contribution provided for in the Sections 5.9, 5.10, and 5.11 of this Salary Resolution for each month an employee is on active duty not to exceed twelve (12) months.

6.8D Reinstatement Upon Completion of Military Leave. Whenever an employee has entered the armed forces of the United States, and who shall have been honorably discharged or placed on the inactive or reserve list or relieved from such service with a certificate of satisfactory service, shall be reinstated without loss of status or seniority to the permanent position held by them prior to entry into such Federal service or to a position of like seniority and status, unless in the meantime such position shall have been abolished, on condition that application for reinstatement is made within ninety (90) days after the termination of such war or national emergency or within ninety (90) days after such discharge, release or relief from service, and on the further condition that such person is still qualified to perform the duties of the position previously held by them or of a like position.

6.9 Leave of Absence for Jury Service. A monthly employee who is ordered to serve on a jury shall be entitled to their regular pay, not to exceed forty (40) hours a year, provided the employee deposits their fees for service except mileage fees into District funds. Approval for extensions of paid jury service may be granted by the Chief Engineer and General Manager.

6.10 Bereavement Leave. A monthly employee who is compelled to be absent from duty because of the death of their father, mother, grandfather, grandmother, stepfather, stepmother, father-in-law, mother-in-law, brother, sister, husband, wife, child, grandchild, stepchild, registered domestic partner, or a person who at one time was the employee's legal guardian shall be allowed time necessary to be absent from work at their regular pay for not more than twenty-four (24) hours or twenty-seven (27) hours for employees in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory, and Management Units. Monthly employees shall be eligible to receive eight (8) additional hours of absence from duty with full compensation if one-way travel, over three hundred (300) miles is required. Satisfactory proof that such absence was due to the death of one of the listed relatives must be furnished to the Chief Engineer and General Manager.

6.11 Witness Leave. A monthly employee, who is required to be absent from work by a subpoena properly issued by a court or commission legally empowered to subpoena witnesses, which subpoena compels their presence as a witness except as party or as an expert witness, shall be allowed the time necessary to be

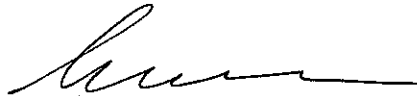
DEI efforts and the despicable conduct of two former partners does not negate the decades of work that the Firm has done nor is it representative of the more than 1500 other quality attorneys at the Firm.

We, your Districts Counsel team, were embarrassed and shocked to learn of the conduct of our former partners which we learned about at the same time the emails were provided to the media. However, their conduct is in no way representative or reflective of the team of lawyers who serve the Districts or the Firm at large. Our Districts legal team – and the Firm at large – are committed to maintaining the highest ethical and professional standards in the delivery of quality legal work. Thank you. “

The Chairperson stated that a subcommittee was convened several years ago to review law firms, including LBBS. It was determined that LBBS was the best firm to serve as General Counsel due to their extensive knowledge of Districts’ matters.

The Chief Engineer and General Manager stated that he has worked with the attorneys from LBBS for 25 years. They have never exhibited any behavior such as that described in the press. The Districts Counsel team has always been very professional. As he recently stated during Mr. Wes Beverlin’s announcement of his transition to partial retirement, the Districts’ legal team at LBBS has always exhibited high ethical standards towards Districts’ staff and its team.

Upon motion of Director Saleh, duly seconded and unanimously carried, the meeting was adjourned.


CATHY WARNER
Chairperson

ATTEST:


KIMBERLY S. CHRISTENSEN
Secretary

/ee