

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF DIRECTORS OF
COUNTY SANITATION DISTRICT NO. 2
HELD AT THE OFFICE OF THE DISTRICT

March 27, 2024
1:30 o'clock, P.M.

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

There were present: Ali Sajjad Taj, Alternate Director from Artesia
Ali Saleh, Alternate Director from Bell
Marco Barcena, Alternate Director from Bell Gardens
Dan Koops, Director from Bellflower
Bruce Barrows, Director from Cerritos
Hugo Argumedo, Director from Commerce
Emma Sharif, Director from Compton
Mario Trujillo, Director from Downey
Scarlet Peralta, Director from Montebello
Rick Ramirez, Alternate Director from Norwalk
Isabel Aguayo, Director from Paramount
Gustavo Camacho, Alternate Director from Pico Rivera
Tony Ding, Alternate Director from San Gabriel
Maria Davila, Alternate Director from South Gate
Lindsey Horvath, Director from Los Angeles County
Cathy Warner, Chairperson, Alternate Director from Whittier

Absent: Ross Maza, Director from Alhambra
Rex Richardson, Director from Long Beach
Paul Krekorian, Director from Los Angeles City
Thomas Wong, Director from Monterey Park
Crystal Larios, Director from Vernon

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

CONSENT AGENDA

Upon motion of Director Davila, duly seconded and unanimously carried by a, 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: DIRECTOR FROM CITY OF MONTEREY PARK A certificate from the City Clerk of the City of Monterey Park was presented to the Secretary stating that at a meeting of the City Council held February 20, 2024, Mr. Thomas Wong was elected Mayor of the City of Monterey Park, which is the designation of the presiding officer of the governing body of that city and automatically places Mr. Wong on this Board, was accepted and ordered filed.

RE: MINUTES The minutes of the regular meeting held March 13, 2024, were approved.

RE: LEGAL SERVICES PAYMENT AND REIMBURSEMENT OF EXPENSES ADVANCED An invoice dated February 7, 2024, from Lewis Brisbois, Bisgaard & Smith LLP, in the amount of \$201,132.58, for professional services rendered and reimbursement of expenses advanced in various Districts' matters during the month of January 2024, were 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
JOINT OUTFALL B UNIT 1A TRUNK
SEWER REHABILITATION PHASE 3
APPROVAL OF PLANS AND CALL
FOR BIDS FOR CONSTRUCTION OF

The proposed *Joint Outfall B Unit 1A Trunk Sewer Rehabilitation Phase 3* (Project) will consist of lining approximately 3,200 feet of 144-inch-diameter corroded concrete sewer constructed in 1954. The work is located within the City of Carson as was shown on the map 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 Section 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). A recommendation was made to approve the plans for the *Joint Outfall B Unit 1A Trunk Sewer Rehabilitation Phase 3* and authorize the Chief Engineer and General Manager to establish a date for the receipt of bids for construction of the work.

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 *Joint Outfall B Unit 1A Trunk Sewer Rehabilitation Phase 3*. 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; and staff was authorized and instructed to advertise for bids for construction of the work, to publish the notices as required by law, and to receive, open, and tabulate bids at the District Office and thereafter to submit the bids to this Board for such action and disposition as the Board deems necessary and appropriate.

RE: WASTEWATER MANAGEMENT
SAN JOSE CREEK WATER
RECLAMATION PLANT STAGE III
SECURITY FENCE IMPROVEMENTS
C.S. LEGACY CONSTRUCTION, INC.
CONTRACT NO. 5435
ACCEPTANCE OF THE WORK

C.S. Legacy Construction, Inc., has completed the work in connection with Contract No. 5435 for construction of the *San Jose Creek Water Reclamation Plant Stage III Security Fence Improvements* (Project) within the time allowed by the contract, and in accordance with its terms.

This Project consisted of removal and replacement of the existing chain link perimeter fencing and gates with 8-foot-tall steel mesh security fencing and gates, installation of an automated vehicle gate and pedestrian access gate with an approved Americans with Disabilities Act ramp to improve facility security, reliability, and safety. Eight change orders totaling \$204,409.05 were approved for this Project. A recommendation was made to accept this work.

The work in connection with Contract No. 5435, entered into by C.S. Legacy Construction, Inc., on April 8, 2022, for construction of the *San Jose Creek Water Reclamation Plant Stage III Security Fence Improvements*, was approved and accepted by this Board of Directors; the Chief Engineer and General Manager was directed to execute and record a Notice of Completion with respect to this work of improvement; and final payment of \$2,573,462.13 was authorized in accordance with the terms of the contract.

REGULAR AGENDA

RE: WASTEWATER MANAGEMENT
JOINT OUTFALL H UNIT 9B TRUNK
SEWER REHABILITATION PHASE I
AWARD CONTRACT NO. 5619
TO SANCON TECHNOLOGIES, INC.
ORDER SECRETARY TO EXECUTE

The *Joint Outfall H Unit 9B Trunk Sewer Rehabilitation Phase I* (Project) will consist of rehabilitation of approximately 11,139 feet of existing 22-inch to 30-inch-diameter corroded concrete pipe and appurtenant structures that were constructed in the 1940s. The work is located within the City of West Covina as was 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 February 27, 2024, for construction of the Project are as follows:

BIDDER

	TOTAL BID
Sancon Technologies, Inc.	\$4,333,339.00
Insituform Technologies, LLC	\$4,680,586.00
Southwest Pipeline & Trenchless Corp.	\$6,135,701.00
SAK Construction, LLC	\$6,494,621.00

The bid of Sancon Technologies, Inc., was the lowest bid received and that Sancon Technologies, Inc., was the lowest, regular, responsible bidder for the work, and a recommendation was made to award a contract to Sancon Technologies, Inc., at the unit prices stated in its bid amounting to approximately \$4,333,339. 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 Sancon Technologies, Inc., for construction of the Project.

Upon motion of Director Davila, duly seconded and unanimously carried, Contract No. 5619 for construction of the *Joint Outfall H Unit 9B Trunk Sewer Rehabilitation Phase I* was awarded to the lowest, regular, responsible bidder, to wit: Sancon Technologies, Inc., at the unit prices stated in its bid amounting to approximately \$4,333,339. 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 Sancon Technologies, Inc., for construction of the Project.

RE: WASTEWATER MANAGEMENT
GAS TURBINE EXHAUST DUCTS AT A.K.
WARREN WATER RESOURCE FACILITY
REPORT ON BIDS AND AWARD OF ORDER

On February 21, 2024, two bids were received at the District's office to *Fabricate and Install Gas Turbine Exhaust Ducts at A.K. Warren Water Resource Facility* (Warren Facility). The Warren Facility Total Energy Facility gas turbine exhaust ducts are over 30 years old,

have exceeded their useful life and are corroding and eroding at a rate that will eventually lead to failure. Removal and replacement is necessary. Vicon Enterprises, Inc., is the lowest, responsive, and responsible bidder. The bid summary and recommendation to award was attached to the agenda. Staff has determined that the activities described are not subject to the provisions of California Environmental Quality Act (CEQA). The activities described herein do not constitute a "Project" as that term is defined in California Public Resources Code Section 21065 and Title 14 of the California Code of Regulations ("CEQA Guidelines") Section 15378. 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 award a purchase order to the low bidder, Vicon Enterprises, Inc., in the amount of approximately \$2,495,000.

Upon motion of Director Davila, duly seconded and unanimously carried, the Purchasing Agent was authorized to issue a purchase order to the low bidder, Vicon Enterprises, Inc., to *Fabricate and Install Gas Turbine Exhaust Ducts at A.K. Warren Water Resource Facility*, in the amount of approximately \$2,495,000 and in accordance with the bids received February 21, 2024.

RE: FINANCIAL MANAGEMENT
SECURITY SERVICES FOR VARIOUS
DISTRICTS' FACILITIES - AUTHORIZE
EXTENSION OF PURCHASE ORDER
TO AMERICAN GLOBAL SECURITY

In March 2023, subsequent to competitive bidding, the Board authorized an issuance of a purchase order to American Global Security (AGS) to provide security services at various Districts' facilities for one year. The agreement with AGS allows for these services to be extended yearly for an additional four years upon mutual

agreement with cost increases not to exceed inflation. In accordance with the agreement, AGS has offered to extend the agreement for an additional year with a 3 percent increase, commensurate with inflation. AGS has performed to the Districts' satisfaction during the last year, and it would be in the best interest of the Districts to extend the agreement at this time. The extension includes some additional services requested during the first year of the agreement that were not included in the original bid request. This item is consistent with the Districts' Guiding Principles of commitment to fiscal responsibility and prudent financial stewardship; 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 one-year extension of a purchase order with AGS in the amount of approximately \$1,965,809 for security services for various Districts' facilities.

Upon motion of Director Davila, duly seconded and unanimously carried, the Purchasing Agent was authorized to extend the purchase order, for a one-year period, with American Global Security for security services for various Districts' facilities, at a cost of approximately \$1,965,809.

RE: WASTEWATER MANAGEMENT
SODIUM HYDROXIDE AND
CALCIUM HYDROXIDE - AUTHORIZE
EXTENSION OF PURCHASE ORDER
TO UNIVAR SOLUTIONS USA LLC

In March 2021, subsequent to competitive bids, the Board authorized an issuance of a purchase order to Univar Solutions USA LLC (Univar), low bidder, to furnish and deliver approximately 1,000 tons each of sodium hydroxide and calcium hydroxide used for odor

and corrosion control in sewers. The specifications allow four 1-year extensions of the purchase order. This is the third one-year extension. An additional 800 dry tons of sodium hydroxide (delivered) for pH adjustment at the Valencia Water Reclamation Plant Advanced Water Treatment Facility is included in this purchase order extension. Univar has offered to extend the purchase order for one additional year and has requested a unit price of \$765 per ton for sodium hydroxide (will call) and \$795 per ton for sodium hydroxide (delivered), the same as the previous year; and \$769 per ton for calcium hydroxide, a 5 percent price increase due to increased raw material costs. Districts' staff reviewed Univar's cost proposal and supporting documentation and concluded that Univar's requested prices are acceptable. This item is consistent with the Districts' Guiding Principle of commitment to fiscal responsibility and prudent financial stewardship. A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a one-year extension of a purchase order with Univar in the amount of approximately \$2,170,000 to furnish and deliver sodium hydroxide and calcium hydroxide.

Upon motion of Director Davila, duly seconded and unanimously carried, the Purchasing Agent was authorized to extend the purchase order, for a one-year period, with Univar Solutions USA LLC to furnish and deliver sodium hydroxide and calcium hydroxide, at a cost of approximately \$2,170,000.

RE: WASTEWATER MANAGEMENT
JOINT OUTFALL B UNIT 6G - TRUNK
SEWER REHABILITATION - LUCAS
BUILDERS, INC. - CONTRACT NO. 5480
APPROVE CHANGE ORDER NO. 3
EXTRA WORK

As part of the *Joint Outfall B Unit 6G Trunk Sewer Rehabilitation* (Project), the contractor was required to rehabilitate a 36-inch-diameter concrete pipe sewer with a cured-in-place pipe liner system. During construction, it was determined that the amount of flow in the Districts' sewer system was significantly greater than what was indicated by the contract documents. To

account for the additional flow, the contractor was directed to modify their original flow bypass/diversion plan and increase the capacity of their flow bypass system to ensure dry conditions for the proposed liner installation. 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 claim has been reviewed and the work determined to be beyond the scope of the plans and specifications. A recommendation was made to approve Change Order No. 3 to Contract No. 5480 with Lucas Builders, Inc., for construction of the Project; resulting in payment of \$263,675.45 for extra work.

Upon motion of Director Davila, duly seconded and unanimously carried, Change Order No. 3 to Contract No. 5480 with Lucas Builders, Inc. for the construction of *Joint Outfall B Unit 6G Trunk Sewer Rehabilitation*, resulting in a payment of \$263,675.45, was approved.

RE: AMENDED CONFLICT OF
INTEREST AND DISCLOSURE CODE
APPROVE AND ADOPT

The Chief Engineer and General Manager stated that government code requires that the Districts has a Conflict of Interest (COI) Code and Disclosure (Form 700), which is overseen by Los Angeles County. The

Los Angeles County Board of Supervisors recently approved the Districts' COI and Disclosure. Each District must consider approval of the COI and Disclosure. He advised that at its meeting of February 27, 2024, the Districts' code reviewing body, the Los Angeles County Board of Supervisors, adopted an amended Conflict of Interest Code and Disclosure Categories for the Districts. The amendment consists of revisions of deletion of one position from the code as it no longer exists in the agency, changes to nine position titles, addition of eleven positions to the code, and adds one position under "Officials who manage Public Investments." Pursuant to Government Code 87306, each District Board is required to adopt the amended code.

Upon motion of Director Davila, duly seconded and unanimously carried, the Board of Directors of County Sanitation District No. 2 of Los Angeles County approved and adopted an amended Conflict of Interest and Disclosure Code, a copy of which is on file in the Office of the District and all the provisions of which are incorporated herein as though fully set forth. The amended code supersedes the Conflict of Interest and Disclosure Code previously adopted by this Board.

RE: RESOLUTION OF THE BOARD OF
DIRECTORS OF COUNTY SANITATION
DISTRICT NO. 2 OF LOS ANGELES
COUNTY TO ADOPT THE LOS ANGELES
COUNTY WATER PLAN - ADOPT

A proposed *Resolution of the Board of Directors of County Sanitation District No. 2 of Los Angeles County to Adopt the Los Angeles County Water Plan* (Water Plan), was presented. Los Angeles County Public Works, in conjunction with Districts' staff and other stakeholders, has prepared a water resilience plan known

as the Water Plan. The Water Plan is designed to prepare for a future water supply for the region that is resilient, sustainable, and equitable. The Water Plan contains a number of recommendations that are consistent with the

Districts' mission, such as maximizing recycled water use and stormwater capture as well as controlling salinity in local water supplies. The Los Angeles County Board of Supervisors unanimously adopted the Water Plan on December 5, 2023. The proposed resolution, which was attached to the agenda, adopts the Water Plan and authorizes Districts' staff to work on its implementation. This item is consistent with the Districts' Guiding Principles of commitment to continual improvement; and to maximize use of our assets and resources (recycled water, recyclables, and energy). A recommendation was made to adopt the Resolution.

Director Horvath, County of Los Angeles (County), thanked the Board for the opportunity to speak about adoption of the Water Plan. First contemplated in the Our County Sustainability Plan, the Water Plan reflects more than six years of work aligning water stakeholders on shared goals on how to sustainably manage the County's water resources. This is no small task, with roughly 200 independent public water districts and agencies responsible for delivering safe, clean, and resilient water for ten million residents. The Districts played an essential role shaping this historic document, which the County Board of Supervisors passed unanimously in December. The Water Plan outlines shared regional goals around four themes: regional water supply reliability; groundwater management and quality; small, at-risk system resilience and drinking water equity; and watershed sediment management. In this dry region, we need to conserve every drop of water possible for beneficial use by reducing demand, recycling, and capturing more stormwater in natural aquifers. As climate change makes imported water resources less and less reliable, she would like to see the majority of stormwater be diverted for beneficial reuse, rather than washed out to the ocean. Strategies like the Pure Water Southern California project will be essential pillars of the Water Plan. She invited all interested stakeholders to join the 2024 Water Resiliency Summit at Los Angeles Public Works Headquarters in Alhambra on April 29. All interested stakeholders' presence will be essential as we begin to implement this ambitious, living document. She also invited Agency Boards and City Councils to consider formally adopting the Water Plan, just as the Board will do today at the Districts. She thanked the Board and urged their aye vote.

The Chairperson advised that the Personnel Committee received a briefing today on the Pure Water Southern California project, which she found very exciting.

Upon motion of Director Davila, duly seconded and unanimously carried, the following Resolution was adopted:

RESOLUTION OF THE BOARD OF DIRECTORS OF COUNTY SANITATION
DISTRICT NO. 2 OF LOS ANGELES COUNTY TO ADOPT THE
LOS ANGELES COUNTY WATER PLAN

WHEREAS, Climate change is establishing a "new normal" of more frequent and intense droughts, as well as less frequent and more torrential rains; and

WHEREAS, Recognizing a new climate reality and the need to be thoughtful stewards of future water supplies, a water resilience plan focused on collaborative management of the region's water resources was developed by Los Angeles County Public Works in partnership with countless other agencies, stakeholders, and tribes; and

WHEREAS, County Sanitation District No. 2 of Los Angeles County (the "District") and 23 other County Sanitation Districts of Los Angeles County, each organized and existing under the provisions of the County Sanitation District Act, California Health and Safety Code Section 4700 *et. Seq.*, make up the Los Angeles County Sanitation Districts (the "Sanitation Districts"); and

WHEREAS, the District is empowered to act as the administrative district for the Sanitation Districts; and

WHEREAS, the Sanitation Districts, in partnership with Los Angeles County Public Works, together with water resources organizations and an array of diverse stakeholders, collaborated to secure the region's water future; and

WHEREAS, this collaborative effort crafted a water resilience plan known as the Los Angeles County Water Plan and established the path to realizing a future which is rooted in cross-sector collaboration and coalition building; and

WHEREAS, The Los Angeles County Water Plan articulates a shared, inclusive, regional path forward to sustainably and equitably achieve safe, clean, and reliable water resources for Los Angeles County; and

WHEREAS, the Sanitation Districts have reviewed the Los Angeles County Water Plan and affirms that the plan is designed to prepare for a future water supply that provides resilient, sustainable, and equitable water resources to meet its demand, particularly during times of scarcity or crisis; and

WHEREAS, The Los Angeles County Water Plan was adopted unanimously by the Los Angeles County Board of Supervisors on December 5, 2023.

NOW THEREFORE, BE IT RESOLVED that the Board of Directors of the District hereby:

1. Adopts the Los Angeles County Water Plan as a document that can inform pertinent and relevant aspects of the Sanitation Districts' water resilience strategies.
2. Authorizes the Chief Engineer and General Manager of the District or his designee to continue collaborating and pursuing regional water resilience with the Los Angeles County Public Works and other water resource organizations, and engaging stakeholders regarding matters related to the Los Angeles County Water Plan.
3. Authorizes the Chief Engineer and General Manager of the District or his designee to actively engage in coalition building with water agencies, stakeholders, communities, and tribes to effectively establish relationships and bolster regional collaboration related to regional water resilience.

PASSED AND ADOPTED by the Board of Directors of County Sanitation District No. 2 of Los Angeles County at its meeting on March 27, 2024, by the following vote:

AYES: Directors Taj, Saleh, Barcena, Koops, Barrows, Argumedo, Sharif, Trujillo, Peralta, Ramirez, Aguayo, Camacho, Ding, Davila, Horvath, and Warner

NOES: None

ABSTAIN: None

ABSENT: Directors Maza, Richardson, Krekorian, Wong, and Larios

RE: DISTRICT EMPLOYEES - ADOPT
AMENDED RESOLUTION SETTING
SALARIES EFFECTIVE OCTOBER 1, 2022

In accordance with Section 1.3 of the Salary Resolution, "The Chief Engineer and General Manager is authorized to cause the necessary studies to be performed as to establish new positions, classifications and appropriate salary ranges to be operative until adoption of the next Salary Resolution." On October 1, 2022, the Chief Engineer added and/or modified the following classifications: Manager of Civil & Mechanical Design, Manager of Construction Management, Manager of Laboratories, Reuse and Compliance Manager, Solid Waste Operations and Engineering Manager, Wastewater Collection Systems Manager and Water Reclamation Plants Manager. The Board approved these changes on the July 1, 2023, Amended Resolution Setting Salaries and Benefits; however, CalPERS requires that the amount of compensation earnable be limited to the amount listed on a publicly-available pay schedule. This action will ensure these classifications have a publicly-available pay schedule reflective of the date of change on October 1, 2022.

Upon motion of Director Davila, duly seconded and unanimously carried, the following Resolution was adopted:

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
SALARY RESOLUTION
EFFECTIVE OCTOBER 1, 2022

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.

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
SALARY SCHEDULE
EFFECTIVE OCTOBER 1, 2022

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
<u>BLUE COLLAR UNIT</u>								
B741		AUTOMOTIVE MECHANIC	56E	6544	6908	7293	7700	8129
			58L	7011	7402	7815	8251	8711
B742	5	AUTOMOTIVE MECHANIC APPRENTICE II	52F	5886	6214	6560	6925	7311
			55A	6306	6657	7028	7420	7834
B743		AUTOMOTIVE MECHANIC APPRENTICE I	45A	4808	5076	5359	5657	5973
			47G	5152	5439	5742	6062	6400
B804	1	BOAT CAPTAIN	63F	7932	8374	8841	9334	9855
			66A	8498	8972	9472	10000	10558
B806	1	BOAT DECK HAND	48J	5320	5616	5929	6260	6608
			51D	5700	6018	6353	6707	7081
B781	1	CENTRAL INVENTORY SPECIALIST	54J	6260	6608	6977	7366	7777
			57D	6707	7081	7476	7893	8333
B726	1	COMPOST FACILITIES MAINTENANCE MECHANIC	52G	5900	6229	6576	6943	7330
			55B	6322	6674	7046	7439	7854
B728	1	COMPOST OPERATIONS COORDINATOR	51L	5799	6122	6463	6823	7203
			54F	6214	6560	6925	7311	7719
B738	1	COMPOST OPERATIONS AND MAINTENANCE COORDINATOR	56G	6576	6943	7330	7739	8171
			59B	7046	7439	7854	8292	8754

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B636	6	COMPOST OPERATIONS WORKER	41J 44D	4400 4714	4645 4977	4904 5255	5178 5547	5466 5857
B819	5	COMPOST UTILITY EQUIPMENT OPERATOR II	33A	3478	3669	3872	4086	4313
			35G	3724	3929	4147	4378	4622
B820		COMPOST UTILITY EQUIPMENT OPERATOR I	30B	3218	3395	3582	3779	3987
			32H	3445	3634	3835	4046	4271
B625	3	CRANE OPERATOR	58G 61B	6943 7439	7330 7854	7739 8292	8171 8754	8627 9242
B734	6	DIESEL EQUIPMENT MECHANIC DIESEL EQUIPMENT MECHANIC APPRENTICE II DIESEL EQUIPMENT MECHANIC APPRENTICE I	58D	6891	7275	7681	8109	8561
			60K	7384	7796	8231	8690	9175
B735			51L	5799	6122	6463	6823	7203
			54F	6214	6560	6925	7311	7719
B736			45A	4808	5076	5359	5657	5973
	47G	5152	5439	5742	6062	6400		
B617	5	DIESEL EQUIPMENT OPERATOR	53C	6003	6337	6690	7063	7457
			55J	6432	6790	7168	7568	7990
B618		DIESEL EQUIPMENT OPERATOR TRAINEE	42K 45E	4532 4856	4785 5127	5051 5412	5333 5714	5630 6033
B711	60	ELECTRICAL & INSTRUMENTATION TECHNICIAN ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE II ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE I	63H	7971	8416	8885	9381	9904
			66C	8540	9016	9519	10050	10610
B714			56E	6544	6908	7293	7700	8129
			58L	7011	7402	7815	8251	8711
B717			45F	4868	5140	5426	5728	6048
	48A	5216	5506	5813	6137	6479		
B628	2	EQUIPMENT SERVICE COORDINATOR	51A 53G	5657 6062	5973 6400	6306 6757	6657 7133	7028 7531
B629	15	EQUIPMENT SERVICE WORKER II	49A	5359	5657	5973	6306	6657
			51G	5742	6062	6400	6757	7133
B630		EQUIPMENT SERVICE WORKER I	45A 47G	4808 5152	5076 5439	5359 5742	5657 6062	5973 6400

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B724		FACILITIES MAINTENANCE MECHANIC	59K	7186	7587	8010	8457	8929
			62E	7700	8129	8582	9061	9566
B744	5	FACILITIES MAINTENANCE MECHANIC APPRENTICE II	55A	6306	6657	7028	7420	7834
			57G	6757	7133	7531	7951	8394
B745		FACILITIES MAINTENANCE MECHANIC APPRENTICE I	51C	5685	6003	6337	6690	7063
			53J	6092	6432	6790	7168	7568
B791	2	GENERAL SERVICES COORDINATOR II	50C	5533	5842	6168	6511	6874
			52J	5929	6260	6608	6977	7366
B792		GENERAL SERVICES COORDINATOR I	46C	4965	5242	5533	5842	6168
			48J	5320	5616	5929	6260	6608
B793	13	GENERAL SERVICES WORKER II	42C	4454	4702	4965	5242	5533
			44J	4773	5039	5320	5616	5929
B794		GENERAL SERVICES WORKER I	38C	3997	4219	4454	4702	4965
			40J	4282	4521	4773	5039	5320
B631	8	GREEN WASTE OPERATOR II	49A	5359	5657	5973	6306	6657
			51G	5742	6062	6400	6757	7133
B632		GREEN WASTE OPERATOR I	45A	4808	5076	5359	5657	5973
			47G	5152	5439	5742	6062	6400
B685	1	GROUNDS MAINTENANCE COORDINATOR	53H	6077	6416	6773	7151	7550
			56C	6511	6874	7257	7662	8089
B690	13	GROUNDS MAINTENANCE WORKER II	44L	4796	5064	5346	5643	5958
			47F	5140	5426	5728	6048	6385
B692		GROUNDS MAINTENANCE WORKER I	42C	4454	4702	4965	5242	5533
			44J	4773	5039	5320	5616	5929
B720		HEAVY EQUIPMENT MECHANIC	61L	7605	8029	8477	8950	9449
			64F	8149	8603	9083	9590	10125
B721	4	HEAVY EQUIPMENT MECHANIC APPRENTICE II	51G	5742	6062	6400	6757	7133
			54B	6152	6495	6857	7239	7643
B722		HEAVY EQUIPMENT MECHANIC APPRENTICE I	45A	4808	5076	5359	5657	5973
			47G	5152	5439	5742	6062	6400

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B786	1	LABORATORY STOREKEEPER	48J 51D	5320 5700	5616 6018	5929 6353	6260 6707	6608 7081
B737	2	LEAD AUTOMOTIVE MECHANIC	60E 62L	7293 7815	7700 8251	8129 8711	8582 9197	9061 9710
B624	1	LEAD CRANE OPERATOR	61G 64B	7531 8069	7951 8519	8394 8994	8862 9496	9356 10026
B647	1	LEAD DESERT FACILITIES MAINTENANCE WORKER	60C 62J	7257 7777	7662 8211	8089 8669	8540 9152	9016 9662
B732	2	LEAD DIESEL EQUIPMENT MECHANIC	61G 64B	7531 8069	7951 8519	8394 8994	8862 9496	9356 10026
B616	1	LEAD DIESEL EQUIPMENT OPERATOR	59H 62C	7151 7662	7550 8089	7971 8540	8416 9016	8885 9519
B723	2	LEAD FACILITIES MAINTENANCE MECHANIC	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
B688	5	LEAD GROUNDS MAINTENANCE WORKER	49H 52C	5453 5842	5756 6168	6077 6511	6416 6874	6773 7257
B718	1	LEAD HEAVY EQUIPMENT MECHANIC	64L 67F	8251 8841	8711 9334	9197 9855	9710 10405	10252 10985
B651	35	LEAD MAINTENANCE & CONSTRUCTION WORKER	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
B746	1	LEAD MACHINIST	62A 64G	7624 8171	8049 8627	8498 9108	8972 9616	9472 10152
B764	3	LEAD PAINTER	60H 63C	7348 7873	7758 8312	8191 8776	8648 9265	9130 9782
B811	7	LEAD SITE MAINTENANCE WORKER	46H 49C	5027 5386	5307 5685	5602 6003	5915 6337	6245 6690
B698	10	LEAD STATIONARY MECHANIC	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
B754	4	LEAD WELDER	62A 64G	7624 8171	8049 8627	8498 9108	8972 9616	9472 10152

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B748	4	MACHINIST	58A	6840	7221	7624	8049	8498
			60G	7330	7739	8171	8627	9108
B749		MACHINIST APPRENTICE II	53A	5973	6306	6657	7028	7420
			55G	6400	6757	7133	7531	7951
B750		MACHINIST APPRENTICE I	44F	4738	5002	5281	5575	5886
			47A	5076	5359	5657	5973	6306
B654	142	MAINTENANCE & CONSTRUCTION WORKER II	51K	5785	6107	6448	6807	7186
			54E	6198	6544	6908	7293	7700
B656		MAINTENANCE & CONSTRUCTION WORKER I	47K	5191	5479	5785	6107	6448
			50E	5561	5871	6198	6544	6908
B627	2	MOTOR SWEEPER OPERATOR I	45C	4832	5101	5386	5685	6003
			47J	5178	5466	5770	6092	6432
B626	1	MOTOR SWEEPER OPERATOR II	52C	5842	6168	6511	6874	7257
			54J	6260	6608	6977	7366	7777
B768	12	PAINTER	56H	6592	6960	7348	7758	8191
			59C	7063	7457	7873	8312	8776
B769		PAINTER APPRENTICE II	53A	5973	6306	6657	7028	7420
			55G	6400	6757	7133	7531	7951
B770		PAINTER APPRENTICE I	44F	4738	5002	5281	5575	5886
			47A	5076	5359	5657	5973	6306
B612	15	POWER EQUIPMENT OPERATOR III	61L	7605	8029	8477	8950	9449
			64F	8149	8603	9083	9590	10125
B613		POWER EQUIPMENT OPERATOR II	59L	7203	7605	8029	8477	8950
			62F	7719	8149	8603	9083	9590
B614		POWER EQUIPMENT OPERATOR TRAINEE II	49A	5359	5657	5973	6306	6657
			51G	5742	6062	6400	6757	7133
B615	POWER EQUIPMENT OPERATOR TRAINEE I	45A	4808	5076	5359	5657	5973	
		47G	5152	5439	5742	6062	6400	
B662	16	PUMPING PLANT OPERATOR	53F	6048	6385	6740	7116	7513
			56A	6479	6840	7221	7624	8049
B634	0	REFUSE OPERATIONS HELPER	42K	4532	4785	5051	5333	5630
			45E	4856	5127	5412	5714	6033

ITEM	AUTH	POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B635		12	REFUSE SITE ATTENDANT	39E 4127	4421	4668	4928	5203	5493
B668		2	RESEARCH MAINTENANCE WORKER II	55K 6448	6807	7186	7587	8010	8582
B670	RESEARCH MAINTENANCE WORKER I		51C 5685	6092	6432	6790	7168	7568	8010
B802		1	SENIOR BOAT CAPTAIN	65F 8374	8841	9334	9855	10405	11147
B706		2	SENIOR COMPOST ELECTRICAL & INSTRUMENTATION TECHNICIAN	62A 7624	8049	8498	8972	9472	10152
B708		27	SENIOR ELECTRICAL & INSTRUMENTATION TECHNICIAN	65H 8416	8885	9381	9904	10456	11202
B689		7	SENIOR GROUNDS MAINTENANCE WORKER	46L 5064	5346	5643	5958	6291	6740
B719		1	SENIOR HEAVY EQUIPMENT MECHANIC	63L 8029	8477	8950	9449	9976	10690
B747		1	SENIOR MACHINIST	60A 7221	7624	8049	8498	8972	9616
B652		40	SENIOR MAINTENANCE & CONSTRUCTION WORKER	55K 6448	6807	7186	7587	8010	8582
B766		2	SENIOR PAINTER	58H 6960	7348	7758	8191	8648	9265
B610		4	SENIOR POWER EQUIPMENT OPERATOR	63L 8029	8477	8950	9449	9976	10690
B661		6	SENIOR PUMPING PLANT OPERATOR	56F 6560	6925	7311	7719	8149	8732
B666		2	SENIOR RESEARCH MAINTENANCE WORKER	59K 7186	7587	8010	8457	8929	9566

MONTHLY SALARY STEPS*

MONTHLY SALARY STEPS*

ITEM	AUTH	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
B700	15	SENIOR STATIONARY MECHANIC	61K	7587	8010	8582	9061	9566
B604	3	SENIOR WEIGHSCALE OPERATOR I	50J	5616	5929	6260	6608	6977
B604	3	SENIOR WEIGHSCALE OPERATOR I	50I	5616	5929	6260	6608	6977
B602	4	SENIOR WEIGHSCALE OPERATOR II	52J	5929	6260	6608	6977	7366
B756	4	SENIOR WELDER	60A	7221	7624	8049	8498	8972
B619	4	SEWERAGE SYSTEMS VACUUM TRUCK DRIVER	54C	6168	6511	6874	7257	7662
B812	17	SITE MAINTENANCE WORKER	32B	3395	3582	3779	3987	4208
B612	17	SITE MAINTENANCE WORKER	34H	3634	3835	4046	4271	4510
B621	2	SOLID WASTE OPERATIONS COORDINATOR I	55K	6448	6807	7186	7587	8010
B621	2	SOLID WASTE OPERATIONS COORDINATOR I	55E	6908	7293	7700	8129	8582
B620	6	SOLID WASTE OPERATIONS COORDINATOR II	59C	7063	7457	7873	8312	8776
B702		STATIONARY MECHANIC	59K	7186	7587	8010	8457	8929
B702		STATIONARY MECHANIC	62E	7700	8129	8582	9061	9566
B703	60	STATIONARY MECHANIC APPRENTICE II	55A	6306	6657	7028	7420	7834
B703	60	STATIONARY MECHANIC APPRENTICE II	57G	6757	7133	7531	7951	8394
B704		STATIONARY MECHANIC APPRENTICE I	51C	5685	6003	6337	6690	7063
B788	18	STOCK CLERK	44J	4773	5039	5320	5616	5929
B788	18	STOCK CLERK	47D	5114	5399	5700	6018	6353
B640	137	TREATMENT PLANT OPERATOR I	57L	6823	7203	7605	8029	8477
B640	137	TREATMENT PLANT OPERATOR I	60F	7311	7719	8149	8603	9083
B642		ASSISTANT TREATMENT PLANT OPERATOR	56A	6479	6840	7221	7624	8049
B642		ASSISTANT TREATMENT PLANT OPERATOR	58G	6943	7330	7739	8171	8627
B638	63	TREATMENT PLANT OPERATOR II	62D	7681	8109	8561	9038	9542
B638	63	TREATMENT PLANT OPERATOR II	64K	8231	8690	9175	9687	10227

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V	
B622	12	TRUCK DRIVER	53C	6003	6337	6690	7063	7457	
B623			55J	6432	6790	7168	7568	7990	
		TRUCK DRIVER TRAINEE	42K	4532	4785	5051	5333	5630	
			45E	4856	5127	5412	5714	6033	
B809	19	UTILITY EQUIPMENT OPERATOR II	40D	4229	4465	4714	4977	5255	
B810			42K	4532	4785	5051	5333	5630	
		UTILITY EQUIPMENT OPERATOR I	37E	3910	4127	4356	4599	4856	
			39L	4188	4421	4668	4928	5203	
B783	3	WAREHOUSE COORDINATOR	50J	5616	5929	6260	6608	6977	
			53D	6018	6353	6707	7081	7476	
B633	6	WATER TRUCK DRIVER	45A	4808	5076	5359	5657	5973	
			47G	5152	5439	5742	6062	6400	
B606	10	WEIGHSCALE OPERATOR	48J	5320	5616	5929	6260	6608	
B608			51D	5700	6018	6353	6707	7081	
		WEIGHSCALE OPERATOR TRAINEE	42K	4532	4785	5051	5333	5630	
			45E	4856	5127	5412	5714	6033	
B758	13	WELDER	58A	6840	7221	7624	8049	8498	
			60G	7330	7739	8171	8627	9108	
B759			WELDER APPRENTICE II	53A	5973	6306	6657	7028	7420
				55G	6400	6757	7133	7531	7951
B760			WELDER APPRENTICE I	44F	4738	5002	5281	5575	5886
			47A	5076	5359	5657	5973	6306	
C208	1	ADMINISTRATIVE AIDE I	51K	5785	6107	6448	6807	7186	
			54E	6198	6544	6908	7293	7700	
<u>CONFIDENTIAL UNIT</u>									
C207	4	ADMINISTRATIVE AIDE II	53K	6107	6448	6807	7186	7587	
			56E	6544	6908	7293	7700	8129	
C212	8	ADMINISTRATIVE SECRETARY	54L	6291	6641	7011	7402	7815	
			57F	6740	7116	7513	7932	8374	
C204	0	ASSISTANT PAYROLL SUPERVISOR	55D	6353	6707	7081	7476	7893	
			57K	6807	7186	7587	8010	8457	
C221	1	CLERICAL ASSISTANT	35E	3706	3910	4127	4356	4599	
			37L	3967	4188	4421	4668	4928	
C209	1	DEPUTY SECRETARY TO BOARDS OF DIRECTORS	57G	6757	7133	7531	7951	8394	
			60B	7239	7643	8069	8519	8994	

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*					
				I	II	III	IV	V	
C200	10	HUMAN RESOURCES ANALYST III	64D	8109	8561	9038	9542	10074	
			66K	8690	9175	9687	10227	10797	
C201		HUMAN RESOURCES ANALYST II	60D	7275	7681	8109	8561	9038	
			62K	7796	8231	8690	9175	9687	
C202		HUMAN RESOURCES ANALYST I	55D	6353	6707	7081	7476	7893	
			57K	6807	7186	7587	8010	8457	
C215	5	HUMAN RESOURCES CLERK II	46J	5039	5320	5616	5929	6260	
			49D	5399	5700	6018	6353	6707	
C216		HUMAN RESOURCES CLERK I	44J	4773	5039	5320	5616	5929	
			47D	5114	5399	5700	6018	6353	
C205		1	INSURANCE AND CLAIMS COORDINATOR	58C	6874	7257	7662	8089	8540
				60J	7366	7777	8211	8669	9152
C203	0	PAYROLL SUPERVISOR	62K	7796	8231	8690	9175	9687	
			65E	8353	8819	9311	9830	10378	
C213	1	SECRETARY II	48K	5333	5630	5944	6275	6625	
			51E	5714	6033	6369	6724	7098	
C214		SECRETARY I	44K	4785	5051	5333	5630	5944	
			47E	5127	5412	5714	6033	6369	
C211	1	SECRETARY TO THE ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	56L	6641	7011	7402	7815	8251	
			59F	7116	7513	7932	8374	8841	
C210	1	SECRETARY TO THE CHIEF ENGINEER AND GENERAL MANAGER	61G	7531	7951	8394	8862	9356	
			64B	8069	8519	8994	9496	10026	
C198	1	SENIOR HUMAN RESOURCES ANALYST	66D	8561	9038	9542	10074	10636	
			68K	9175	9687	10227	10797	11399	
C217	1	SENIOR TYPIST CLERK	45E	4856	5127	5412	5714	6033	
			47L	5203	5493	5799	6122	6463	
C218		INTERMEDIATE TYPIST CLERK	43E	4599	4856	5127	5412	5714	
			45L	4928	5203	5493	5799	6122	
C219		TYPIST CLERK II	41E	4356	4599	4856	5127	5412	
			43L	4668	4928	5203	5493	5799	
C220		TYPIST CLERK I	39E	4127	4356	4599	4856	5127	
			41L	4421	4668	4928	5203	5493	

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
C199	4	SUPERVISING HUMAN RESOURCES ANALYST	71G	9878	10429	11011	11625	12273
			74B	10585	11175	11798	12456	13151
<u>ENERGY RECOVERY UNIT</u>								
E856	0	POWER PLANT ATTENDANT	44D	4714	4977	5255	5547	5857
			46K	5051	5333	5630	5944	6275
E854	3	POWER PLANT OPERATIONS ASSISTANT	54F	6214	6560	6925	7311	7719
			57A	6657	7028	7420	7834	8271
E852	6	POWER PLANT OPERATOR I	58F	6925	7311	7719	8149	8603
			61A	7420	7834	8271	8732	9219
E850	6	POWER PLANT OPERATOR II	61H	7550	7971	8416	8885	9381
			64C	8089	8540	9016	9519	10050
E848	5	SENIOR POWER PLANT OPERATOR I	63H	7971	8416	8885	9381	9904
			66C	8540	9016	9519	10050	10610
<u>MANAGEMENT</u>								
M102	1	ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	102G	22894	24153	25481	26882	28361
			105B	24483	25830	27250	28749	30330
M110	6	ASSISTANT DEPARTMENTAL ENGINEER	90C	16416	17343	18297	19304	20365
			92J	17605	18573	19595	20672	21809
M116	1	ASSISTANT HUMAN RESOURCES MANAGER	78K	12035	12706	13415	14165	14966
			81E	12894	13613	14380	15193	16051
M122	1	ASSISTANT MANAGER OF LABORATORIES	80D	12516	13214	13955	14744	15578
			82K	13415	14165	14966	15812	16705
M119	1	BUDGET MANAGER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389
M115	1	CHIEF ACCOUNTANT	85K	14560	15383	16253	17171	18115
			88E	15617	16498	17430	18389	19400
M101	1	CHIEF ENGINEER AND GENERAL MANAGER	108F	26816	28291	29847	31488	33220
			111A	28678	30256	31920	33675	35528
M127	1	CHIEF INFORMATION OFFICER	90C	16416	17343	18297	19304	20365
			92J	17605	18573	19595	20672	21809

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M178	1	COMPOST FACILITY SUPERINTENDENT	66G	8627	9108	9616	10152	10718
			69B	9242	9757	10301	10875	11481
M104	6	DEPARTMENTAL ENGINEER	96G	19497	20569	21700	22894	24153
			99B	20850	21997	23207	24483	25830
M103	1	DEPUTY ASSISTANT CHIEF ENGINEER	99G	21112	22273	23498	24791	26155
			102B	22610	23855	25167	26551	28012
M130	1	DIVERSITY EQUITY & INCLUSION PROGRAMS MANAGER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389
M117	5	DIVISION ENGINEER II	85K	14560	15383	16253	17171	18115
			88E	15617	16498	17430	18389	19400
M118	15	DIVISION ENGINEER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389
M160	1	ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	72J	10201	10770	11371	12005	12675
			75D	10931	11540	12184	12863	13580
M153	1	ENERGY RECOVERY OPERATIONS AND MAINTENANCE SUPERINTENDENT	75J	11066	11683	12335	13023	13749
			78D	11855	12516	13214	13955	14744
M151	1	ENERGY RECOVERY SUPERINTENDENT II	73J	10481	11066	11683	12335	13023
			76D	11229	11855	12516	13214	13955
M126	1	ENVIRONMENTAL HEALTH AND SAFETY MANAGER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389
M176	1	FLEET MANAGER	75J	11066	11683	12335	13023	13749
			78D	11855	12516	13214	13955	14744
M108	1	HUMAN RESOURCES DIRECTOR	96G	19497	20569	21700	22894	24153
			99B	20850	21997	23207	24483	25830
M120	1	INFORMATION TECHNOLOGY MANAGER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389
M111	1	JOINT WATER POLLUTION CONTROL PLANT MANAGER	90C	16416	17343	18297	19304	20365
			92J	17605	18573	19595	20672	21809
M125	1	LEGISLATIVE PROGRAMS MANAGER	83K	13784	14560	15383	16253	17171
			86E	14781	15617	16498	17430	18389

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M186	1	MANAGER OF CIVIL & MECHANICAL DESIGN	88C	15539	16416	17343	18297	19304
			90J	16664	17605	18573	19595	20672
M184	1	MANAGER OF CONSTRUCTION MANAGEMENT	88C	15539	16416	17343	18297	19304
			90J	16664	17605	18573	19595	20672
M121	1	MANAGER OF LABORATORIES	88C	15539	16416	17343	18297	19304
			90J	16664	17605	18573	19595	20672
M138	1	PROCUREMENT & RISK MANAGER	78D	11855	12516	13214	13955	14744
			80K	12706	13415	14165	14966	15812
M180	1	REUSE AND COMPLIANCE MANAGER	88C	15539	16416	17343	18297	19304
			90J	16664	17605	18573	19595	20672
M148	3	REFUSE SITE SUPERINTENDENT I	70C	9519	10050	10610	11202	11827
			72J	10201	10770	11371	12005	12675
M146	3	REFUSE SITE SUPERINTENDENT II	73J	10481	11066	11683	12335	13023
			76D	11229	11855	12516	13214	13955
M145	1	REFUSE SITE SUPERINTENDENT III	75B	10875	11481	12121	12797	13511
			77H	11655	12305	12991	13716	14488
M140	1	SECRETARY TO THE BOARDS OF DIRECTORS	71F	9855	10405	10985	11598	12245
			74A	10558	11147	11769	12425	13118
M147	1	SOLID WASTE MAINTENANCE SUPERINTENDENT	73J	10481	11066	11683	12335	13023
			76D	11229	11855	12516	13214	13955
M114	1	SOLID WASTE OPERATIONS AND ENGINEERING MANAGER	88C	15539	16416	17343	18297	19304
			90J	16664	17605	18573	19595	20672
M144	1	SOLID WASTE OPERATIONS SUPERINTENDENT	76L	11428	12065	12738	13448	14200
			79F	12245	12928	13649	14416	15231
M123	1	SUPERINTENDENT OF JWPCP LABORATORY	77E	11568	12213	12894	13613	14380
			79L	12394	13085	13815	14596	15422
M163	1	SUPERINTENDENT OF JWPCP MAINTENANCE	75B	10875	11481	12121	12797	13511
			77H	11655	12305	12991	13716	14488

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
M164	1	SUPERINTENDENT OF JWPCP OPERATIONS	76G 79B	11316 12121	11947 12797	12613 13511	13316 14272	14060 15079
M156	1	SUPERINTENDENT OF WASTEWATER COLLECTION SYSTEM OPERATIONS AND MAINTENANCE	76G 79B	11316 12121	11947 12797	12613 13511	13316 14272	14060 15079
M165	2	SUPERINTENDENT OF WATER RECLAMATION PLANT OPERATIONS	76G 79B	11316 12121	11947 12797	12613 13511	13316 14272	14060 15079
M172	2	SUPERINTENDENT OF WATER RECLAMATION PLANTS MAINTENANCE	73J 76D	10481 11229	11066 11855	11683 12516	12335 13214	13023 13955
M113	1	WASTEWATER COLLECTION SYSTEM MANAGER	88C 90J	15539 16664	16416 17605	17343 18573	18297 19595	19304 20672
M182	1	WATER RECLAMATION PLANTS MANAGER	88C 90J	15539 16664	16416 17605	17343 18573	18297 19595	19304 20672
<u>PROFESSIONAL UNIT</u>								
A384	7	ACCOUNTANT II	58E	6908	7293	7700	8129	8582
			60L	7402	7815	8251	8711	9197
A385	7	ACCOUNTANT I	54E	6198	6544	6908	7293	7700
			56L	6641	7011	7402	7815	8251
A354	8	BIOLOGIST II	63K	8010	8457	8929	9427	9953
			66E	8582	9061	9566	10099	10662
A355	8	BIOLOGIST I	59K	7186	7587	8010	8457	8929
			62E	7700	8129	8582	9061	9566
A386	5	BUDGET ANALYST	62E 64L	7700 8251	8129 8711	8582 9197	9061 9710	9566 10252
A344	24	CHEMIST II	63K	8010	8457	8929	9427	9953
			66E	8582	9061	9566	10099	10662
A345	24	CHEMIST I	59K	7186	7587	8010	8457	8929
			62E	7700	8129	8582	9061	9566
A391	1	CYBERSECURITY COORDINATOR	76D 78K	11229 12035	11855 12706	12516 13415	13214 14165	13955 14966
A319	1	ENGINEERING GEOLOGIST	72D 74K	10074 10797	10636 11399	11229 12035	11855 12706	12516 13415

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V	
A328	4	ENVIRONMENTAL PLANNER III	66D	8561	9038	9542	10074	10636	
			68K	9175	9687	10227	10797	11399	
A329		ENVIRONMENTAL PLANNER II	62D	7681	8109	8561	9038	9542	
			64K	8231	8690	9175	9687	10227	
A330			ENVIRONMENTAL PLANNER I	58D	6891	7275	7681	8109	8561
	60K	7384		7796	8231	8690	9175		
A320	11	ENVIRONMENTAL SCIENTIST	72D	10074	10636	11229	11855	12516	
			74K	10797	11399	12035	12706	13415	
A322		ASSOCIATE ENVIRONMENTAL SCIENTIST III	70D	9542	10074	10636	11229	11855	
			72K	10227	10797	11399	12035	12706	
A324			ASSOCIATE ENVIRONMENTAL SCIENTIST II	66D	8561	9038	9542	10074	10636
		68K		9175	9687	10227	10797	11399	
A326		ASSOCIATE ENVIRONMENTAL SCIENTIST I	62D	7681	8109	8561	9038	9542	
			64K	8231	8690	9175	9687	10227	
A390		3	FINANCIAL ANALYST	66E	8582	9061	9566	10099	10662
				68L	9197	9710	10252	10824	11428
A394	1	GIS ANALYST III	66D	8561	9038	9542	10074	10636	
			68K	9175	9687	10227	10797	11399	
A393		GIS ANALYST II	62D	7681	8109	8561	9038	9542	
			64K	8231	8690	9175	9687	10227	
A392		GIS ANALYST I	58D	6891	7275	7681	8109	8561	
			60K	7384	7796	8231	8690	9175	
A369	7	HEALTH AND SAFETY ANALYST II	64D	8109	8561	9038	9542	10074	
			66K	8690	9175	9687	10227	10797	
A370		HEALTH AND SAFETY ANALYST I	60D	7275	7681	8109	8561	9038	
			62K	7796	8231	8690	9175	9687	
A371			HEALTH AND SAFETY TRAINEE	58D	6891	7275	7681	8109	8561
		60K		7384	7796	8231	8690	9175	
A368	1	INDUSTRIAL HYGIENIST	65D	8333	8798	9289	9807	10354	
			67K	8929	9427	9953	10508	11094	
A382	1	INTERNAL AUDITOR	64D	8109	8561	9038	9542	10074	
			66K	8690	9175	9687	10227	10797	
A335	0	LEGISLATIVE ANALYST III	64D	8109	8561	9038	9542	10074	
			66K	8690	9175	9687	10227	10797	
A336		LEGISLATIVE ANALYST II	60D	7275	7681	8109	8561	9038	
			62K	7796	8231	8690	9175	9687	
A337			LEGISLATIVE ANALYST I	58D	6891	7275	7681	8109	8561
		60K		7384	7796	8231	8690	9175	

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
A333	1	LEGISLATIVE ANALYST SPECIALIST	66D 68K	8561 9175	9038 9687	9542 10227	10074 10797	10636 11399
A364	8	MICROBIOLOGIST II	63K	8010	8457	8929	9427	9953
			66E	8582	9061	9566	10099	10662
A365		MICROBIOLOGIST I	59K	7186	7587	8010	8457	8929
			62E	7700	8129	8582	9061	9566
A379	10	PROGRAMMER ANALYST III	61C	7457	7873	8312	8776	9265
			63J	7990	8436	8906	9403	9927
A380		PROGRAMMER ANALYST II	59C	7063	7457	7873	8312	8776
			61J	7568	7990	8436	8906	9403
A381		PROGRAMMER ANALYST I	57C	6690	7063	7457	7873	8312
			59J	7168	7568	7990	8436	8906
A389	1	PUBLIC AFFAIRS SPECIALIST III	62D	7681	8109	8561	9038	9542
			64K	8231	8690	9175	9687	10227
A388		PUBLIC AFFAIRS SPECIALIST II	58D	6891	7275	7681	8109	8561
			60K	7384	7796	8231	8690	9175
A387		PUBLIC AFFAIRS SPECIALIST I	54D	6183	6528	6891	7275	7681
			56K	6625	6994	7384	7796	8231
A331	2	RECYCLING COORDINATOR	72D 74K	10074 10797	10636 11399	11229 12035	11855 12706	12516 13415
A341	3	RESEARCH SCIENTIST I	66H 69C	8648 9265	9130 9782	9639 10328	10177 10904	10745 11512
A340	3	RESEARCH SCIENTIST II	68J 71D	9152 9807	9662 10354	10201 10931	10770 11540	11371 12184
A383	2	SENIOR ACCOUNTANT	63D 65K	7893 8457	8333 8929	8798 9427	9289 9953	9807 10508
A352	5	SENIOR BIOLOGIST	65K 68E	8457 9061	8929 9566	9427 10099	9953 10662	10508 11257
A342	14	SENIOR CHEMIST	65K 68E	8457 9061	8929 9566	9427 10099	9953 10662	10508 11257

ITEM	AUTH	POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
A300			SENIOR ENGINEER	76D	11229	11855	12516	13214	13955
A302			CIVIL ENGINEER	72D	10074	10636	11229	11855	12516
A304			ELECTRICAL ENGINEER	72D	10074	10636	11229	11855	12516
A306			MECHANICAL ENGINEER	72D	10074	10636	11229	11855	12516
A308			INSTRUMENTATION ENGINEER	72D	10074	10636	11229	11855	12516
A310			ENGINEERING ASSOCIATE III	70D	9542	10074	10636	11229	11855
A312			ENGINEERING ASSOCIATE II	66D	8561	9038	9542	10074	10636
A314			ENGINEERING ASSOCIATE I	62D	7681	8109	8561	9038	9542
A318		2	SENIOR ENVIRONMENTAL SCIENTIST	76D	11229	11855	12516	13214	13955
A377		2	SENIOR GEOGRAPHICAL INFORMATION SYSTEM ANALYST	68D	9038	9542	10074	10636	11229
A367		1	SENIOR HEALTH & SAFETY ANALYST	68D	9038	9542	10074	10636	11229
A362		2	SENIOR MICROBIOLOGIST	65K	8457	8929	9427	9953	10508
A372		20	SENIOR SYSTEMS ANALYST	72D	10074	10636	11229	11855	12516
A374		21	SYSTEMS ANALYST II	67J	8906	9403	9927	10481	11066
A376	SYSTEMS ANALYST I		63J	7990	8436	8906	9403	9927	10636
A338		1	WASTEWATER PROJECT COST ANALYST	66D	8561	9038	9542	10074	10636
				68K	9175	9687	10227	10797	11399

MONTHLY SALARY STEPS*

ITEM	AUTH	POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
P230	1		ACCOUNTING SERVICES SUPERVISOR	78D	11855	12516	13214	13955	14744
P235	1		ENVIRONMENTAL HEALTH AND SAFETY SUPERVISOR	78D	11855	12516	13214	13955	14744
P234	3		INFORMATION TECHNOLOGY SUPERVISOR	78D	11855	12516	13214	13955	14744
P244	2		LABORATORY SUPERVISOR I	70F	9590	10125	10690	11286	11915
P242	3		LABORATORY SUPERVISOR II	74J	10770	11371	12005	12675	13382
P252	1		LEGISLATIVE AND REGULATORY LIAISON	80D	12516	13214	13955	14744	15578
P233	1		PUBLIC INFORMATION SUPERVISOR	80D	12516	13214	13955	14744	15578
P249	3		SUPERVISING ACCOUNTANT	67H	8885	9381	9904	10456	11039
P237	1		SUPERVISING BUDGET ANALYST	71H	9904	10456	11039	11655	12305
P224	46		SUPERVISING ENGINEER II	80D	12516	13214	13955	14744	15578
P226		SUPERVISING ENGINEER I	78D	11855	12516	13214	13955	14744	15812
P232	1		SUPERVISING ENVIRONMENTAL SCIENTIST	78D	11855	12516	13214	13955	14744
P231	1		SUPERVISING INTERNAL AUDITOR	72C	10050	10610	11202	11827	12487
P246	13		SUPERVISING SCIENTIST	69B	9242	9757	10301	10875	11481

MONTHLY SALARY STEPS*

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
P236	5	SUPERVISING SYSTEMS ANALYST	76D	11229	11855	12516	13214	13955
			78K	12035	12706	13415	14165	14966
<u>SUPERVISORY UNIT</u>								
S272	1	ASSISTANT ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	70B	9496	10026	10585	11175	11798
			72H	10177	10745	11344	11977	12645
S257	3	ASSISTANT SUPERINTENDENT OF TREATMENT PLANT OPERATIONS	71F	9855	10405	10985	11598	12245
			74A	10558	11147	11769	12425	13118
S290	1	CUSTOMER SERVICE SUPERVISOR	60B	7239	7643	8069	8519	8994
			62H	7758	8191	8648	9130	9639
S256	2	FLEET AND FACILITIES EQUIPMENT SUPERVISOR	68D	9038	9542	10074	10636	11229
			70K	9687	10227	10797	11399	12035
S263	1	GENERAL SERVICES AND FACILITIES SUPERVISOR	65A	8271	8732	9219	9733	10276
			67G	8862	9356	9878	10429	11011
S286	1	INDUSTRIAL WASTE SURCHARGE SUPERVISOR	63B	7854	8292	8754	9242	9757
			65H	8416	8885	9381	9904	10456
S295	1	RECORDS ADMINISTRATOR	62B	7643	8069	8519	8994	9496
			64H	8191	8648	9130	9639	10177
S285	1	REVENUE COLLECTION SUPERVISOR	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
S253	1	SOLID WASTE MAINTENANCE SUPERVISOR	65A	8271	8732	9219	9733	10276
			67G	8862	9356	9878	10429	11011
S252	4	SOLID WASTE OPERATIONS SUPERVISOR I	63J	7990	8436	8906	9403	9927
			66D	8561	9038	9542	10074	10636
S251	4	SOLID WASTE OPERATIONS SUPERVISOR II	65C	8312	8776	9265	9782	10328
			67J	8906	9403	9927	10481	11066
S278	6	SUPERVISING CONSTRUCTION INSPECTOR	71G	9878	10429	11011	11625	12273
			74B	10585	11175	11798	12456	13151
S279	5	SUPERVISING DESIGNER	70F	9590	10125	10690	11286	11915
			73A	10276	10849	11454	12093	12767

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S281	12	SUPERVISING ENGINEERING TECHNICIAN I	63C	7873	8312	8776	9265	9782
			65J	8436	8906	9403	9927	10481
S280	2	SUPERVISING ENGINEERING TECHNICIAN II	65C	8312	8776	9265	9782	10328
			67J	8906	9403	9927	10481	11066
S276	3	SUPERVISING INDUSTRIAL WASTE INSPECTOR I	64J	8211	8669	9152	9662	10201
			67D	8798	9289	9807	10354	10931
S275	1	SUPERVISING INDUSTRIAL WASTE INSPECTOR II	67K	8929	9427	9953	10508	11094
			70E	9566	10099	10662	11257	11885
S282	2	SUPERVISING INFORMATION TECHNOLOGY TECHNICIAN	66J	8669	9152	9662	10201	10770
			69D	9289	9807	10354	10931	11540
S287	1	SUPERVISING LAND SURVEYOR	70F	9590	10125	10690	11286	11915
			73A	10276	10849	11454	12093	12767
S270	1	SUPERVISING SCADA SYSTEMS COORDINATOR	71G	9878	10429	11011	11625	12273
			74B	10585	11175	11798	12456	13151
S294	1	SUPERVISOR OF ACCOUNTS PAYABLE	59B	7046	7439	7854	8292	8754
			61H	7550	7971	8416	8885	9381
S288	1	SUPERVISOR OF DESIGN TECHNOLOGY	72F	10125	10690	11286	11915	12579
			75A	10849	11454	12093	12767	13479
S274	12	SUPERVISOR OF ELECTRICAL AND INSTRUMENTATION REPAIR	68B	8994	9496	10026	10585	11175
			70H	9639	10177	10745	11344	11977
S268	2	SUPERVISOR OF ENERGY RECOVERY PLANT MAINTENANCE	67A	8732	9219	9733	10276	10849
			69G	9356	9878	10429	11011	11625
S277	1	SUPERVISOR OF HAZARDOUS WASTE MONITORING	67K	8929	9427	9953	10508	11094
			70E	9566	10099	10662	11257	11885
S266	1	SUPERVISOR OF PUMPING PLANT OPERATIONS AND MAINTENANCE	67B	8754	9242	9757	10301	10875
			69H	9381	9904	10456	11039	11655
S293	1	SUPERVISOR OF PURCHASING	63B	7854	8292	8754	9242	9757
			65H	8416	8885	9381	9904	10456

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S296	1	SUPERVISOR OF RECORDS AND REPRODUCTION	53B	5988	6322	6674	7046	7439
			55H	6416	6773	7151	7550	7971
S262	3	SUPERVISOR OF SEWER MAINTENANCE	65A	8271	8732	9219	9733	10276
			67G	8862	9356	9878	10429	11011
S260	9	SUPERVISOR OF TREATMENT PLANT MAINTENANCE	67A	8732	9219	9733	10276	10849
			69G	9356	9878	10429	11011	11625
S258	18	SUPERVISOR OF TREATMENT PLANT OPERATIONS	69A	9219	9733	10276	10849	11454
			71G	9878	10429	11011	11625	12273
<u>TECHNICIAN SUPPORT UNIT</u>								
T567	6	ASSET MANAGEMENT TECHNICIAN II	63A	7834	8271	8732	9219	9733
T568			65G	8394	8862	9356	9878	10429
T568	6	ASSET MANAGEMENT TECHNICIAN I	59A	7028	7420	7834	8271	8732
T567			61G	7531	7951	8394	8862	9356
T471	1	COMPOST ENGINEERING TECHNICIAN III	48K	5333	5630	5944	6275	6625
T470			51E	5714	6033	6369	6724	7098
T470	1	COMPOST ENGINEERING TECHNICIAN II	44B	4691	4952	5229	5520	5828
T469			46H	5027	5307	5602	5915	6245
T469	1	COMPOST ENGINEERING TECHNICIAN I	39K	4178	4410	4656	4916	5191
T471			42E	4476	4726	4989	5268	5561
T544	34	CONSTRUCTION INSPECTOR III	62F	7719	8149	8603	9083	9590
T545			65A	8271	8732	9219	9733	10276
T545	34	CONSTRUCTION INSPECTOR II	58K	6994	7384	7796	8231	8690
T546			61E	7494	7912	8353	8819	9311
T546	34	CONSTRUCTION INSPECTOR I	55C	6337	6690	7063	7457	7873
T544			57J	6790	7168	7568	7990	8436
T420	32	DESIGNER III	63D	7893	8333	8798	9289	9807
T422			65K	8457	8929	9427	9953	10508
T422	32	DESIGNER II	61D	7476	7893	8333	8798	9289
T424			63K	8010	8457	8929	9427	9953
T424	32	DESIGNER I	59B	7046	7439	7854	8292	8754
T420			61H	7550	7971	8416	8885	9381
T416	3	DESIGN TECHNOLOGY SPECIALIST II	63D	7893	8333	8798	9289	9807
T417			65K	8457	8929	9427	9953	10508
T417	3	DESIGN TECHNOLOGY SPECIALIST I	61D	7476	7893	8333	8798	9289
T416			63K	8010	8457	8929	9427	9953

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
T453	2	PLANNING DRAFTING TECHNICIAN III	59B	7046	7439	7854	8292	8754
			61H	7550	7971	8416	8885	9381
T454		PLANNING DRAFTING TECHNICIAN II	53J	6092	6432	6790	7168	7568
T456		PLANNING DRAFTING TECHNICIAN I	56D	6528	6891	7275	7681	8109
			47H	5165	5453	5756	6077	6416
T465	66	ENGINEERING TECHNICIAN III	56B	6495	6857	7239	7643	8069
			58H	6960	7348	7758	8191	8648
T466		ENGINEERING TECHNICIAN II	51E	5714	6033	6369	6724	7098
			53L	6122	6463	6823	7203	7605
T468		ENGINEERING TECHNICIAN I	47B	5089	5372	5671	5988	6322
			49H	5453	5756	6077	6416	6773
T490	1	GRAPHIC ARTIST II	55J	6432	6790	7168	7568	7990
			58D	6891	7275	7681	8109	8561
T491		GRAPHIC ARTIST I	53J	6092	6432	6790	7168	7568
			56D	6528	6891	7275	7681	8109
T489	2	GRAPHIC ARTIST SPECIALIST	57J	6790	7168	7568	7990	8436
			60D	7275	7681	8109	8561	9038
T487	1	GRAPHICS PRODUCTION COORDINATOR	62C	7662	8089	8540	9016	9519
			64J	8211	8669	9152	9662	10201
T534	26	INDUSTRIAL WASTE INSPECTOR II	58H	6960	7348	7758	8191	8648
			61C	7457	7873	8312	8776	9265
T536		INDUSTRIAL WASTE INSPECTOR I	54H	6245	6592	6960	7348	7758
			57C	6690	7063	7457	7873	8312
T571	1	INDUSTRIAL WASTE PRETREATMENT COMPUTER SYSTEM ADMINISTRATOR	61B	7439	7854	8292	8754	9242
			63H	7971	8416	8885	9381	9904
T561	16	INFORMATION TECHNOLOGY TECHNICIAN III	59J	7168	7568	7990	8436	8906
			62D	7681	8109	8561	9038	9542
T562		INFORMATION TECHNOLOGY TECHNICIAN II	56J	6608	6977	7366	7777	8211
			59D	7081	7476	7893	8333	8798
T564		INFORMATION TECHNOLOGY TECHNICIAN I	52J	5929	6260	6608	6977	7366
			55D	6353	6707	7081	7476	7893
T528	1	LABORATORY ATTENDANT	39J	4167	4400	4645	4904	5178
			42D	4465	4714	4977	5255	5547

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
T570	1	LABORATORY INFORMATION MANAGEMENT SYSTEM ADMINISTRATOR	65J 68D	8436 9038	8906 9542	9403 10074	9927 10636	10481 11229
T524	85	LABORATORY TECHNICIAN II	53C	6003	6337	6690	7063	7457
			55J	6432	6790	7168	7568	7990
T526		LABORATORY TECHNICIAN I	50C	5533	5842	6168	6511	6874
			52J	5929	6260	6608	6977	7366
T475	3	LAND SURVEY TECHNICIAN	60D 62K	7275 7796	7681 8231	8109 8690	8561 9175	9038 9687
T556	2	PROJECT CONTROLS SPECIALIST	66C 68J	8540 9152	9016 9662	9519 10201	10050 10770	10610 11371
T421	9	PROJECT DESIGNER	65D 67K	8333 8929	8798 9427	9289 9953	9807 10508	10354 11094
T458	1	PUBLIC COUNTER COORDINATOR	59B 61H	7046 7550	7439 7971	7854 8416	8292 8885	8754 9381
T483	5	REAL PROPERTY AGENT II	65C	8312	8776	9265	9782	10328
			67J	8906	9403	9927	10481	11066
T484		REAL PROPERTY AGENT I	63B	7854	8292	8754	9242	9757
			65H	8416	8885	9381	9904	10456
T542	6	SENIOR CONSTRUCTION INSPECTOR	66F 69A	8603 9219	9083 9733	9590 10276	10125 10849	10690 11454
T415	2	SENIOR DESIGN TECHNOLOGY SPECIALIST	65D 67K	8333 8929	8798 9427	9289 9953	9807 10508	10354 11094
T464	19	SENIOR ENGINEERING TECHNICIAN	60B 62H	7239 7758	7643 8191	8069 8648	8519 9130	8994 9639
T532	7	SENIOR INDUSTRIAL WASTE INSPECTOR	62H 65C	7758 8312	8191 8776	8648 9265	9130 9782	9639 10328
T560	5	SENIOR INFORMATION TECHNOLOGY TECHNICIAN	62J 65D	7777 8333	8211 8798	8669 9289	9152 9807	9662 10354
T522	22	SENIOR LABORATORY TECHNICIAN	58C 60J	6874 7366	7257 7777	7662 8211	8089 8669	8540 9152

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
T566	1	SENIOR SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	69G 72B	9356 10026	9878 10585	10429 11175	11011 11798	11625 12456
T550	5	SEWER CONNECTION INSPECTOR	57J 60D	6790 7275	7168 7681	7568 8109	7990 8561	8436 9038
T569	3	SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	67G 70B	8862 9496	9356 10026	9878 10585	10429 11175	11011 11798
T472	3	SURVEY PARTY CHIEF II	65E	8353	8819	9311	9830	10378
			67L	8950	9449	9976	10532	11119
T473		SURVEY PARTY CHIEF I	62D	7681	8109	8561	9038	9542
			64K	8231	8690	9175	9687	10227
T476	4	SURVEY PARTY WORKER II	55L	6463	6823	7203	7605	8029
			58F	6925	7311	7719	8149	8603
T478		SURVEY PARTY WORKER I	45J	4904	5178	5466	5770	6092
			48D	5255	5547	5857	6183	6528
<u>WHITE COLLAR UNIT</u>								
W908	11	ACCOUNT CLERK II	43L	4668	4928	5203	5493	5799
			46F	5002	5281	5575	5886	6214
W909		ACCOUNT CLERK I	41D	4345	4588	4844	5114	5399
			43K	4656	4916	5191	5479	5785
W906	5	ACCOUNTING ASSISTANT	48E 50L	5268 5643	5561 5958	5871 6291	6198 6641	6544 7011
W951	1	ACCOUNTS PAYABLE COORDINATOR	51J 54D	5770 6183	6092 6528	6432 6891	6790 7275	7168 7681
W949	5	ADMINISTRATIVE AIDE I	51J 54D	5770 6183	6092 6528	6432 6891	6790 7275	7168 7681
W948	1	ADMINISTRATIVE AIDE II	53J 56D	6092 6528	6432 6891	6790 7275	7168 7681	7568 8109
W929	5	BUYER	58F 61A	6925 7420	7311 7834	7719 8271	8149 8732	8603 9219

MONTHLY SALARY STEPS*

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
W921	1	CLERICAL ASSISTANT	35D	3697	3901	4117	4345	4588
			37K	3958	4178	4410	4656	4916
W950	1	COMPOST ADMINISTRATIVE AIDE	43F	4611	4868	5140	5426	5728
			46A	4940	5216	5506	5813	6137
W931	1	CONTRACT COORDINATOR	56H	6592	6960	7348	7758	8191
			59C	7063	7457	7873	8312	8776
W936	4	CUSTOMER SERVICE COORDINATOR	51G	5742	6062	6400	6757	7133
			54B	6152	6495	6857	7239	7643
W938	14	CUSTOMER SERVICE REPRESENTATIVE II	47G	5152	5439	5742	6062	6400
			50B	5520	5828	6152	6495	6857
W939	14	CUSTOMER SERVICE REPRESENTATIVE I	45G	4880	5152	5439	5742	6062
			48B	5229	5520	5828	6152	6495
W937	1	CUSTOMER SERVICE REPRESENTATIVE III	49G	5439	5742	6062	6400	6757
			52B	5828	6152	6495	6857	7239
W935	5	CUSTOMER SERVICE SPECIALIST	56B	6495	6857	7239	7643	8069
			58H	6960	7348	7758	8191	8648
W933	8	INDUSTRIAL WASTE SURCHARGE ASSISTANT II	53G	6062	6400	6757	7133	7531
			56B	6495	6857	7239	7643	8069
W934	8	INDUSTRIAL WASTE SURCHARGE ASSISTANT I	49G	5439	5742	6062	6400	6757
			52B	5828	6152	6495	6857	7239
W943	3	INFORMATION TECHNOLOGY ASSISTANT	49K	5479	5785	6107	6448	6807
			52E	5871	6198	6544	6908	7293
W945	0	INFORMATION TECHNOLOGY CLERK III	43H	4634	4892	5165	5453	5756
			46C	4965	5242	5533	5842	6168
W946	0	INFORMATION TECHNOLOGY CLERK II	41H	4389	4634	4892	5165	5453
			44C	4702	4965	5242	5533	5842
W947	0	INFORMATION TECHNOLOGY CLERK I	39H	4157	4389	4634	4892	5165
			42C	4454	4702	4965	5242	5533
W930	1	PURCHASING ASSISTANT	48E	5268	5561	5871	6198	6544
			50L	5643	5958	6291	6641	7011
W911	1	RECORDS MANAGEMENT COORDINATOR	48J	5320	5616	5929	6260	6608
			51D	5700	6018	6353	6707	7081

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
W923	3	REPRODUCTION CLERK	40H 43C	4271 4577	4510 4832	4761 5101	5027 5386	5307 5685
W912	23	SECRETARY II	48J	5320	5616	5929	6260	6608
			51D	5700	6018	6353	6707	7081
W913		SECRETARY I	44J	4773	5039	5320	5616	5929
			47D	5114	5399	5700	6018	6353
W907	2	SENIOR ACCOUNT CLERK	47J 50D	5178 5547	5466 5857	5770 6183	6092 6528	6432 6891
W928	1	SENIOR BUYER	61F 64A	7513 8049	7932 8498	8374 8972	8841 9472	9334 10000
W944	1	SENIOR INFORMATION TECHNOLOGY CLERK	45H 48C	4892 5242	5165 5533	5453 5842	5756 6168	6077 6511
W922	1	SENIOR REPRODUCTION CLERK	44D 46K	4714 5051	4977 5333	5255 5630	5547 5944	5857 6275
W917	35	SENIOR TYPIST CLERK	45D	4844	5114	5399	5700	6018
			47K	5191	5479	5785	6107	6448
W918		INTERMEDIATE TYPIST CLERK	43D	4588	4844	5114	5399	5700
			45K	4916	5191	5479	5785	6107
W919		TYPIST CLERK II	41D	4345	4588	4844	5114	5399
			43K	4656	4916	5191	5479	5785
W920		TYPIST CLERK I	39D	4117	4345	4588	4844	5114
			41K	4410	4656	4916	5191	5479
W925	1	TELEPHONE OPERATOR/RECEPTIONIST	43D 45K	4588 4916	4844 5191	5114 5479	5399 5785	5700 6107

NON-MONTHLY

HOURLY RATE

H994	150	HOURLY EMPLOYEE	\$16.00 TO \$120.00 PER HOUR
H990	11	LIQUID WASTE DISPOSAL ATTENDANT	\$16.25 PER HOUR
H996	60	STUDENT EMPLOYEE	\$16.00 TO \$24.00 PER HOUR

*The base salary for each classification is listed on the first row of the Monthly Salary Steps. The second row includes both the base salary and the CalPERS employer paid member contribution.

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 less than competent (meets expectations) 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 competent (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 in continuous service will have their anniversary date adjusted by the number of days, rounded to the nearest calendar month, of non-compensated absence time during the employee's preceding anniversary year.

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.

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, twelve (12) months for the Supervisory Unit, eighteen (18) months

for the Management, Confidential, Professional Supervisory, Professional, 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, twelve (12) months for the Supervisory Unit, eighteen (18) months for the Management, Confidential, Professional Supervisory, Professional, 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 2022 and 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.

5.21 One-Time Bonus. All employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Units will receive a one-time pandemic appreciation bonus in the amount of \$1,500. The pandemic appreciation bonus is only applicable to current Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit employees who were in these units and worked between March 1, 2020 and March 1, 2022. Employees who received a disciplinary suspension for entering the workplace in violation of the self-screening policy are not eligible for the bonus. In addition, all employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Units will receive a one-time bonus of \$1,250. The bonus payment, up to \$2,750 if the employee qualifies for both, will be made on or before January 1, 2023. It is understood that this payment is not considered reportable compensation for CalPERS purposes. The payment, subject to tax withholdings, will be made separate from the regular 10th and 25th payroll payments using the employees established method of payment (e.g., direct deposit).

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, 2022
Labor Day	September 5, 2022
Indigenous People's Day	October 10, 2022
Veterans Day	November 11, 2022
Thanksgiving Day	November 24, 2022
Day after Thanksgiving	November 25, 2022
Christmas Day	December 26, 2022
New Year's Day	January 2, 2023
Dr. Martin Luther King Jr.'s Birthday	January 16, 2023
Presidents' Day	February 20, 2023
Cesar Chavez's Birthday	March 27, 2023
Memorial Day	May 29, 2023
Juneteenth	June 19, 2023

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 Unit, employed continuously on a monthly basis in the District service, will be eligible for sick leave if they are compelled to be absent from duty due to illness or injury of the employee and may be eligible for up to forty-eight (48) hours per year of current sick leave for illnesses or injury of the employee's spouse, the employee's children, 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.

Employees in the 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 maternity 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 maternity 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 maternity 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 Maternity 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 maternity 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 absent from work at their regular pay to comply with such subpoena, provided the employee deposits their fees received for such service into District funds.

SECTION 7. TIME OF PAYMENT OF COMPENSATION AND FUNDS FROM WHICH PAID

7.1 The rates of compensation fixed for positions in this Resolution are on a monthly basis unless otherwise provided.

7.2 The compensation for each officer, board, commission, assistant, deputy, clerk, attaché and all other persons in the service of the District for whom compensation is provided in this Salary Resolution shall be paid out of the Operating Fund of County Sanitation District No. 2 of Los Angeles County, under the terms of the Joint Administration Agreement.

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



CATHY WARNER
Chairperson

ATTEST:



KIMBERLY S. CHRISTENSEN
Secretary

/ee