

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
SALARY RESOLUTION
EFFECTIVE JULY 1, 2024

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.

1.5 The Chief Engineer and General Manager is authorized to grant up to ten (10) years of continuous service credit to new hires for the sole purpose of vacation accrual.

1.6 The Chief Engineer and General Manager is authorized to observe a day of remembrance if observed by Los Angeles County.

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.

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 Clerical Assistants, Information Technology Clerks I, II, III, Reproduction Clerks, Design Technology Specialists I, II, Compost Engineering Technicians I, II, III, Construction Inspectors I, II, Engineering Technicians I, II, III, Information Technology Technicians I, II, III, Laboratory Attendants, Laboratory Technicians I, II, Survey Party Workers I, II, 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 Clerical Assistant, Information Technology Clerk I, II, III, Reproduction Clerk, Design Technology Specialist I, II, Compost Engineering Technician I, II, III, Construction Inspector I, II, Engineering Technician I, II, III, Information Technology Technician I, II, III, Laboratory Attendant, Laboratory Technician I, II, Survey Party Worker I, II, Assistant Treatment Plant Operator, General Services Worker I, II, Grounds Maintenance Worker I, II, Maintenance and Construction Worker I, II, Site Maintenance Worker, and Blue Collar Unit positions at the Apprentice I level may be granted a step increase during their initial probationary period. Employees holding temporary positions on a five-step basis shall be

entitled to advance to higher salary steps within the five-step range, subject to approval of the Chief Engineer and General Manager.

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

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

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

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

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

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

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

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

Except under special circumstances as determined by the Chief Engineer and General Manager, an employee whose "Y" rate is less than the fifth step of the salary range for their class will have their earned step changed to their next earned step on their next anniversary date. If their next earned step results in a salary increase of more than two and three-quarters percent ($2\frac{3}{4}\%$), 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 ($2\frac{3}{4}\%$), their "Y" rate will be increased by two and three-quarters percent ($2\frac{3}{4}\%$), 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 ($5\frac{1}{2}\%$), not to exceed the fifth step of the salary range for their class. When their salary reaches the fifth step salary rate, their "Y" rate will be cancelled.

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

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

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

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

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

SECTION 4. HOURS

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

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

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

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

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

SECTION 5. OVERTIME, SPECIAL PAY AND BENEFITS

5.1A Overtime Eligibility. Except as provided for in 5.1A(i) below, whenever it becomes necessary that any Supervisory, Technical Support, Blue Collar, Energy

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

5.1A(i) Professional Supervisory, Professional, Management Unit, designated Confidential employees and hourly employees performing similar work are exempt from the Fair Labor Standards Act. When directed and authorized to work overtime such employee may be eligible to receive overtime compensation as established by the Chief Engineer and General Manager.

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

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

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

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

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

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

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

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

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

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

5.2 Standby Pay. Employees assigned to regularly scheduled periods of standby service at off duty times when such assignments cause inconvenience and restrict normal activities during such off duty periods may receive standby pay. Energy Recovery Unit employees whose principle work location is Calabasas will receive six dollars (\$6.00) per hour standby pay. Any employee in the Blue Collar, Confidential, Energy Recovery, Professional Supervisory, Supervisory, Technical Support, Professional, or White Collar

Units will receive three dollars (\$3.00) per hour standby pay. Employees assigned to standby duty will not receive standby pay when they are called back to work and are receiving call back pay, or if the employee is otherwise working (i.e., the employee cannot receive standby pay and paid time concurrently).

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

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

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

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

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

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

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

the purposes of shift differential only, overtime hours eligible for shift differential will be those hours outside the employee's normal daily work schedule.

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

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

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

This subsection shall not apply to Management employees.

5.4 Call-Back Pay. Whenever an employee in the Blue Collar, Confidential, Energy Recovery, Supervisory, Technical Support, or White Collar Unit is unexpectedly ordered by Management or its authorized agent, to return to duty following the termination of their normal workday or normal workweek and departure from the employee's work location and does return to a worksite (or commences travel to a worksite) they will receive a minimum payment equivalent to three (3) hours of premium overtime pay whether or not the employee is assigned a District vehicle. Time for call-back pay will include time for the round trip commuting as determined by Management from the employee's residence to the designated work location and begins at the time the employee affirmatively accepts the call-back. The call-back period will end when the employee arrives at their residence or the location agreed to by their supervisor or manager and the employee will notify their supervisor or manager upon arrival. It is expected that once an employee affirmatively accepts the call-back they will promptly report to the designated location. An employee commuting to and from the employee's designated work location in a call-back situation is not eligible for mileage reimbursement. A worksite does not include the employee's home or designated telework location. Whenever an employee in the Blue Collar, Confidential or Supervisory Unit is ordered by an authorized District representative to return to duty, but such return occurs less than two (2) hours before the scheduled starting

time for the employee's next regular shift, it will be deemed an early shift start, and the employee will be compensated at their overtime rate for any overtime worked rather than the three (3) hour minimum provided in this Section. If the responsibilities of the position or the day's work do not require the employee to stay through the full regular shift, and if the employee voluntarily agrees, the employee may leave work before their regularly scheduled end of shift without incurring overtime.

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

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

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

5.7 Section removed

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

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

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

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

5.9A Medical Opt-Out. Employees in the Energy Recovery, Technical Support and White Collar Units may receive a \$433 per month payment directed to a 457 deferred compensation plan, subject to IRS limits, 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 payment directed to a 457 deferred compensation plan must provide reasonable evidence of such coverage and sign an attestation during each annual open enrollment period. The District will not make the payment directed to a 457 deferred compensation plan 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 Energy Recovery, Technical Support and White Collar Units may request to opt-out at the time of hire in lieu of enrolling in a District's medical plan. Payments for new hires who opt-out will begin the first of the month subsequent to opting-out.

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

not have the alternative coverage. The monthly payments begin in January of the calendar year subsequent to opting-out. New hires in the Blue Collar, Confidential, Professional, Professional Supervisory, Supervisory, and Management Units may request to opt-out at the time of hire in lieu of enrolling in a Districts' medical plan. Payments for new hires who opt-out will begin the first of the month subsequent to opting-out.

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

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

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

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

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

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

contribution shall be made by the District in monthly installments. This contribution shall be in addition to all other benefits provided for hereby.

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 monthly employee. 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, Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, White Collar, 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.

If an employee in the Energy Recovery, Technical Support or White Collar Unit met all of the above criteria between August 1, 2023 and December 31, 2023, they will receive the \$300 wellness incentive if their request is received by August 1, 2024. This one payment will not count toward their wellness incentive eligibility for calendar year 2024.

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 Open Water Diver Certification Pay (SCUBA). Commencing July 1, 2024, when management directs an employee in the Technical Support Unit to obtain and maintain an Open Water Diver certification from an internationally recognized training agency (PADI is an example of such agency), which is not a minimum qualification for their classification as specified by the classification specification, the employee will receive \$75.00 per month. Payment will only be authorized in months when the employee worked.

5.22 Bilingual Pay. Commencing September 1, 2024, an employee in the Confidential, Energy Recovery, Technical Support or White Collar Unit may receive additional compensation at the rate of \$75.00 per month as bilingual pay. Such compensation shall be effective for the pay period for which their Department Head makes the findings required below, and in no event shall such compensation be effective before the first day of the employee's assignment to the qualifying position. The employee must have hours worked in the month and have an overall rating of "Meets Expectations" on their most recent performance evaluation in the month to receive bilingual pay. All of the following conditions must be met in order to qualify for such additional compensation:

- a. The employee's Department Head finds that the specific assignment of the employee requires a fluency in both English and at least one foreign language, and knowledge of and sensitivity toward the culture and needs of the foreign-language group clientele to which the department is providing service. Such specific assignments must require the fluent use of both languages by the employee on a continuing and frequent basis in order to meet the public service responsibility of the department;
- b. Both the Department Head and Human Resources certify that the employee, in fact, possesses and exercises fluency in English and the required foreign language or languages, and possesses and displays a knowledge of and sensitivity toward the culture and needs of the foreign language group involved;
- c. For the purpose of this section, American Sign Language (AMESLAN) shall be deemed to be a foreign language.

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, 2024
Labor Day	September 2, 2024
Indigenous People's Day	October 14, 2024
Veterans Day	November 11, 2024
Thanksgiving Day	November 28, 2024
Day after Thanksgiving	November 29, 2024
Christmas Day	December 25, 2024
New Year's Day	January 1, 2025
Dr. Martin Luther King Jr.'s Birthday	January 20, 2025
Presidents' Day	February 17, 2025
Cesar Chavez's Birthday	March 24, 2025
Memorial Day	May 26, 2025
Juneteenth	June 19, 2025

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 for 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, Energy Recovery, Technical Support, 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.

For the purposes of vacation accrual only, a layoff from the Energy Recovery, Technical Support or White Collar Unit followed by reinstatement within two (2) years shall not be considered an interruption of continuous service, but the time between such layoff and reinstatement, if not spent in military service, shall not be counted as service.

6.2G Vacation Buy Back. Any monthly employee in the Blue Collar, Confidential, Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, White Collar 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, Energy Recovery, Technical Support, White Collar 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.

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

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

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

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

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

6.3F An employee who is compelled to be absent from active service on account of injury arising out of and in the course of their employment in excess of ninety

(90) days, whose benefits plus earnings, if any, from other employment are less than what the employee would have been entitled to receive under the provisions of Subsection 6.4 if their injuries had not arisen out of or in the course of their employment, shall be entitled to use available full pay leave benefits on a pro-rated basis not to exceed their base monthly salary.

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

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

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

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

6.4A Employees in the Blue Collar, Confidential, Energy Recovery, Technical Support, White Collar, Professional Supervisory, Supervisory, or Professional Unit, and Management positions employed continuously on a monthly basis in the Districts' service may be eligible for up to ninety-six (96) hours of current sick leave for illness or injury of the employee's spouse, the employee's children and the employee's parents, the employee's registered domestic partner, or for other purposes permissible under the law. The first forty (40) hours, or 5-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 5-days or 40 hours and has less than 5-days or 40 hours of full pay sick leave available, will be provided the difference up to 5-days or 40 hours.

TABLE VI

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

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

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

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

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

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

6.4F Sick Leave Buy Back. A monthly employee who has accumulated and maintains two hundred and forty (240) hours of full pay current and carry over sick leave and who files a request for payment with the District Human Resources Manager by November 15, will be paid for their current full pay sick leave for that year which the employee has not used. The rate of such payment will be based upon the employee's salary on November 1 of that year. An employee who does not file a request by November 15 will accumulate their full pay sick leave to the maximum of 1440 hours. Such payment will be made prior to January 15 of the following year.

For monthly employees, carry over sick leave in excess of two hundred and forty (240) hours may be used for the deferred compensation catch-up contribution provisions subject to IRS limitations. An employee with the maximum number of days of accumulated full pay sick leave for lump sum payoff purposes, as defined in Subsection 6.4 may be paid each year for their unused current full pay as of December 31 of each year. The rate of such payment will be based upon the employee's salary on November 1 of that

year. An employee not wishing to be paid for such unused current year sick leave will accumulate their full pay sick leave to the maximum of 1440 hours.

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

6.4H Sick Leave at Partial Pay.

In the event an employee in the Blue Collar, Confidential, Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, White Collar 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 VII 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 VII

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

6.5 Leave of Absence Due to Quarantine. Any monthly employee provided for by this Resolution who is prevented from performing the duties of their position by reason of a quarantine duly imposed by legal authority shall be entitled to receive compensation during such absence at the same rate and under the same conditions and limitations as prescribed and allowed in case of absence by reason of sickness or injury, other than injuries arising out of and in the course of their employment; provided, however, that leaves of absence at full pay shall not be applicable. Any employee who claims

compensation by reason of any such quarantine shall furnish the Chief Engineer and General Manager satisfactory proof of the imposition, nature and duration of such quarantine and of their compliance therewith.

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

Employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support and White Collar Units are eligible for a maximum of one continuous period, not to exceed eighty (80) hours, of paid parental leave for each birth, foster placement and/or adoption regardless of the number of children involved. For example, if an employee has multiple births (e.g. twins) they would be eligible for one continuous period not to exceed eighty (80) hours of paid parental leave for that birth event. In no event shall one employee receive more than one hundred sixty (160) hours of paid parental leave in a twelve (12) month period. If the employee qualifies for leave under FMLA, CFRA, or PDL, paid parental leave must run concurrently with that leave. Paid parental leave must be used within one (1) year following the birth, adoption or foster placement of the child(ren). Paid parental leave may not begin until on or after the date of the birth, foster placement or adoption of the child(ren). Paid parental leave does not accumulate and will not be cashed out if unused. Employees must submit documentation within sixty (60) days of the birth, foster placement or adoption that shows the date of birth/placement and the parent(s) name. For birth, this can be a birth certificate or medical provider note showing the names of the parent(s) and the date of birth. For adoptions and/or foster placements, this can be an official court-recorded document indicating the date of placement and the names of the parent(s)/guardian(s).

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, Technical Support, White Collar, Energy Recovery, 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-seven (27) hours. 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.

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY

SALARY SCHEDULE

EFFECTIVE JULY 1, 2024

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
<u>BLUE COLLAR UNIT</u>								
B741	5	AUTOMOTIVE MECHANIC	059A	7028	7420	7834	8271	8732
			061G	7531	7951	8394	8862	9356
B742		AUTOMOTIVE MECHANIC APPRENTICE II	055B	6322	6674	7046	7439	7854
			057H	6773	7151	7550	7971	8416
B743		AUTOMOTIVE MECHANIC APPRENTICE I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B804	1	BOAT CAPTAIN	066B	8519	8994	9496	10026	10585
			068H	9130	9639	10177	10745	11344
B806	1	BOAT DECK HAND	051E	5714	6033	6369	6724	7098
			053L	6122	6463	6823	7203	7605
B781	1	CENTRAL INVENTORY SPECIALIST	057E	6724	7098	7494	7912	8353
			059L	7203	7605	8029	8477	8950
B815	1	COMPOST ELECTRICAL & INSTRUMENT TECH	062H	7758	8191	8648	9130	9639
			065C	8312	8776	9265	9782	10328
B816		COMPOST ELECTRICAL & INSTR TECH APP II	055E	6369	6724	7098	7494	7912
			057L	6823	7203	7605	8029	8477
B817		COMPOST ELECTRICAL & INSTR TECH APP I	044F	4738	5002	5281	5575	5886
			047A	5076	5359	5657	5973	6306
B726	1	COMPOST FACILITIES MAINTENANCE MECHANIC	055C	6337	6690	7063	7457	7873
			057J	6790	7168	7568	7990	8436
B728	1	COMPOST OPERATIONS COORDINATOR	054G	6229	6576	6943	7330	7739
			057B	6674	7046	7439	7854	8292
B738	1	COMPOST OPERATIONS AND MAINTENANCE COORDINATOR	059C	7063	7457	7873	8312	8776
			061J	7568	7990	8436	8906	9403
B636	6	COMPOST OPERATIONS WORKER	044E	4726	4989	5268	5561	5871
			046L	5064	5346	5643	5958	6291

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B819	5	COMPOST UTILITY EQUIPMENT OPERATOR II	035H	3733	3939	4157	4389	4634
			038C	3997	4219	4454	4702	4965
B820		COMPOST UTILITY EQUIPMENT OPERATOR I	032J	3453	3643	3844	4056	4282
			035D	3697	3901	4117	4345	4588
B625	3	CRANE OPERATOR	061C	7457	7873	8312	8776	9265
			063J	7990	8436	8906	9403	9927
B734	6	DIESEL EQUIPMENT MECHANIC	060L	7402	7815	8251	8711	9197
			063F	7932	8374	8841	9334	9855
B735		DIESEL EQUIPMENT MECHANIC APPRENTICE II	054G	6229	6576	6943	7330	7739
			057B	6674	7046	7439	7854	8292
B736		DIESEL EQUIPMENT MECHANIC APPRENTICE I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B617	5	DIESEL EQUIPMENT OPERATOR	055K	6448	6807	7186	7587	8010
			058E	6908	7293	7700	8129	8582
B618		DIESEL EQUIPMENT OPERATOR TRAINEE	045F	4868	5140	5426	5728	6048
			048A	5216	5506	5813	6137	6479
B711	65	ELECTRICAL & INSTRUMENTATION TECHNICIAN	066D	8561	9038	9542	10074	10636
			068K	9175	9687	10227	10797	11399
B714		ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE II	059A	7028	7420	7834	8271	8732
			061G	7531	7951	8394	8862	9356
B717		ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE I	048B	5229	5520	5828	6152	6495
			050H	5602	5915	6245	6592	6960
B724	5	FACILITIES MAINTENANCE MECHANIC	062F	7719	8149	8603	9083	9590
			065A	8271	8732	9219	9733	10276
B744		FACILITIES MAINTENANCE MECHANIC APPRENTICE II	057H	6773	7151	7550	7971	8416
			060C	7257	7662	8089	8540	9016
B745		FACILITIES MAINTENANCE MECHANIC APPRENTICE I	053K	6107	6448	6807	7186	7587
			056E	6544	6908	7293	7700	8129
B628	2	FLEET SERVICE COORDINATOR	053H	6077	6416	6773	7151	7550
			056C	6511	6874	7257	7662	8089
B629	15	FLEET SERVICE TECHNICIAN II	051H	5756	6077	6416	6773	7151
			054C	6168	6511	6874	7257	7662
B630		FLEET SERVICE TECHNICIAN I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B791	2	GENERAL SERVICES COORDINATOR II	052K	5944	6275	6625	6994	7384
			055E	6369	6724	7098	7494	7912
B792		GENERAL SERVICES COORDINATOR I	048K	5333	5630	5944	6275	6625
			051E	5714	6033	6369	6724	7098
B793	13	GENERAL SERVICES WORKER II	044K	4785	5051	5333	5630	5944
			047E	5127	5412	5714	6033	6369
B794		GENERAL SERVICES WORKER I	040K	4292	4532	4785	5051	5333
			043E	4599	4856	5127	5412	5714
B631	8	GREEN WASTE OPERATOR II	051H	5756	6077	6416	6773	7151
			054C	6168	6511	6874	7257	7662
B632		GREEN WASTE OPERATOR I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B685	1	GROUPS MAINTENANCE COORDINATOR	056D	6528	6891	7275	7681	8109
			058K	6994	7384	7796	8231	8690
B690	13	GROUPS MAINTENANCE WORKER II	047G	5152	5439	5742	6062	6400
			050B	5520	5828	6152	6495	6857
B692		GROUPS MAINTENANCE WORKER I	044K	4785	5051	5333	5630	5944
			047E	5127	5412	5714	6033	6369
B720		HEAVY EQUIPMENT MECHANIC	064G	8171	8627	9108	9616	10152
			067B	8754	9242	9757	10301	10875
B721	4	HEAVY EQUIPMENT MECHANIC APPRENTICE II	054C	6168	6511	6874	7257	7662
			056J	6608	6977	7366	7777	8211
B722		HEAVY EQUIPMENT MECHANIC APPRENTICE I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B786	1	LABORATORY STOREKEEPER	051E	5714	6033	6369	6724	7098
			053L	6122	6463	6823	7203	7605
B737	2	LEAD AUTOMOTIVE MECHANIC	063A	7834	8271	8732	9219	9733
			065G	8394	8862	9356	9878	10429
B624	1	LEAD CRANE OPERATOR	064C	8089	8540	9016	9519	10050
			066J	8669	9152	9662	10201	10770

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B732	2	LEAD DIESEL EQUIPMENT MECHANIC	064C 066J	8089 8669	8540 9152	9016 9662	9519 10201	10050 10770
B616	1	LEAD DIESEL EQUIPMENT OPERATOR	062D 064K	7681 8231	8109 8690	8561 9175	9038 9687	9542 10227
B723	2	LEAD FACILITIES MAINTENANCE MECHANIC	066F 069A	8603 9219	9083 9733	9590 10276	10125 10849	10690 11454
B688	5	LEAD GROUNDS MAINTENANCE WORKER	052D 054K	5857 6275	6183 6625	6528 6994	6891 7384	7275 7796
B718	1	LEAD HEAVY EQUIPMENT MECHANIC	067G 070B	8862 9496	9356 10026	9878 10585	10429 11175	11011 11798
B651	35	LEAD MAINTENANCE & CONSTRUCTION WORKER	062F 065A	7719 8271	8149 8732	8603 9219	9083 9733	9590 10276
B746	1	LEAD MACHINIST	064H 067C	8191 8776	8648 9265	9130 9782	9639 10328	10177 10904
B764	3	LEAD PAINTER	063D 065K	7893 8457	8333 8929	8798 9427	9289 9953	9807 10508
B811	7	LEAD SITE MAINTENANCE WORKER	049D 051K	5399 5785	5700 6107	6018 6448	6353 6807	6707 7186
B698	10	LEAD STATIONARY MECHANIC	066F 069A	8603 9219	9083 9733	9590 10276	10125 10849	10690 11454
B754	4	LEAD WELDER	064H 067C	8191 8776	8648 9265	9130 9782	9639 10328	10177 10904
B748	4	MACHINIST	060H 063C	7348 7873	7758 8312	8191 8776	8648 9265	9130 9782
B749		MACHINIST APPRENTICE II	055H 058C	6416 6874	6773 7257	7151 7662	7550 8089	7971 8540
B750		MACHINIST APPRENTICE I	047B 049H	5089 5453	5372 5756	5671 6077	5988 6416	6322 6773
B654	142	MAINTENANCE & CONSTRUCTION WORKER II	054F 057A	6214 6657	6560 7028	6925 7420	7311 7834	7719 8271
B656		MAINTENANCE & CONSTRUCTION WORKER I	050F 053A	5575 5973	5886 6306	6214 6657	6560 7028	6925 7420

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B627	2	MOTOR SWEEPER OPERATOR I	047K	5191	5479	5785	6107	6448
			050E	5561	5871	6198	6544	6908
B626	1	MOTOR SWEEPER OPERATOR II	054K	6275	6625	6994	7384	7796
			057E	6724	7098	7494	7912	8353
B768	12	PAINTER	059D	7081	7476	7893	8333	8798
			061K	7587	8010	8457	8929	9427
B769	12	PAINTER APPRENTICE II	055H	6416	6773	7151	7550	7971
			058C	6874	7257	7662	8089	8540
B770	12	PAINTER APPRENTICE I	047B	5089	5372	5671	5988	6322
			049H	5453	5756	6077	6416	6773
B612	15	POWER EQUIPMENT OPERATOR III	064G	8171	8627	9108	9616	10152
			067B	8754	9242	9757	10301	10875
B613	15	POWER EQUIPMENT OPERATOR II	062G	7739	8171	8627	9108	9616
			065B	8292	8754	9242	9757	10301
B614	15	POWER EQUIPMENT OPERATOR TRAINEE II	051H	5756	6077	6416	6773	7151
			054C	6168	6511	6874	7257	7662
B615	15	POWER EQUIPMENT OPERATOR TRAINEE I	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B662	16	PUMPING PLANT OPERATOR	056B	6495	6857	7239	7643	8069
			058H	6960	7348	7758	8191	8648
B634	0	REFUSE OPERATIONS HELPER	045F	4868	5140	5426	5728	6048
			048A	5216	5506	5813	6137	6479
B635	12	REFUSE SITE ATTENDANT	042A	4432	4679	4940	5216	5506
			044G	4749	5014	5294	5588	5900
B668	2	RESEARCH MAINTENANCE WORKER II	058F	6925	7311	7719	8149	8603
			061A	7420	7834	8271	8732	9219
B670	2	RESEARCH MAINTENANCE WORKER I	053K	6107	6448	6807	7186	7587
			056E	6544	6908	7293	7700	8129
B802	1	SENIOR BOAT CAPTAIN	068B	8994	9496	10026	10585	11175
			070H	9639	10177	10745	11344	11977
B706	2	SENIOR COMPOST ELECTRICAL & INSTRUMENTATION TECHNICIAN	064H	8191	8648	9130	9639	10177
			067C	8776	9265	9782	10328	10904
B708	27	SENIOR ELECTRICAL & INSTRUMENTATION TECHNICIAN	068D	9038	9542	10074	10636	11229
			070K	9687	10227	10797	11399	12035

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B689	7	SENIOR GROUNDS MAINTENANCE WORKER	049G 052B	5439 5828	5742 6152	6062 6495	6400 6857	6757 7239
B719	1	SENIOR HEAVY EQUIPMENT MECHANIC	066G 069B	8627 9242	9108 9757	9616 10301	10152 10875	10718 11481
B747	1	SENIOR MACHINIST	062H 065C	7758 8312	8191 8776	8648 9265	9130 9782	9639 10328
B652	40	SENIOR MAINTENANCE & CONSTRUCTION WORKER	058F 061A	6925 7420	7311 7834	7719 8271	8149 8732	8603 9219
B766	2	SENIOR PAINTER	061D 063K	7476 8010	7893 8457	8333 8929	8798 9427	9289 9953
B610	4	SENIOR POWER EQUIPMENT OPERATOR	066G 069B	8627 9242	9108 9757	9616 10301	10152 10875	10718 11481
B661	6	SENIOR PUMPING PLANT OPERATOR	059B 061H	7046 7550	7439 7971	7854 8416	8292 8885	8754 9381
B666	2	SENIOR RESEARCH MAINTENANCE WORKER	062F 065A	7719 8271	8149 8732	8603 9219	9083 9733	9590 10276
B700	15	SENIOR STATIONARY MECHANIC	064F 067A	8149 8732	8603 9219	9083 9733	9590 10276	10125 10849
B604	3	SENIOR WEIGHSCALE OPERATOR I	053E 055L	6033 6463	6369 6823	6724 7203	7098 7605	7494 8029
B602	4	SENIOR WEIGHSCALE OPERATOR II	055E 057L	6369 6823	6724 7203	7098 7605	7494 8029	7912 8477
B756	4	SENIOR WELDER	062H 065C	7758 8312	8191 8776	8648 9265	9130 9782	9639 10328
B619	4	SEWERAGE SYSTEMS VACUUM TRUCK DRIVER	056K 059E	6625 7098	6994 7494	7384 7912	7796 8353	8231 8819
B812	17	SITE MAINTENANCE WORKER	034J 037D	3643 3901	3844 4117	4056 4345	4282 4588	4521 4844
B621	2	SOLID WASTE OPERATIONS COORDINATOR I	058F 061A	6925 7420	7311 7834	7719 8271	8149 8732	8603 9219
B620	6	SOLID WASTE OPERATIONS COORDINATOR II	061K 064E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
B702	60	STATIONARY MECHANIC	062F	7719	8149	8603	9083	9590
			065A	8271	8732	9219	9733	10276
B703		STATIONARY MECHANIC APPRENTICE II	057H	6773	7151	7550	7971	8416
			060C	7257	7662	8089	8540	9016
B704		STATIONARY MECHANIC APPRENTICE I	053K	6107	6448	6807	7186	7587
			056E	6544	6908	7293	7700	8129
B788	18	STOCK CLERK	047E	5127	5412	5714	6033	6369
			049L	5493	5799	6122	6463	6823
B640	137	TREATMENT PLANT OPERATOR I	060G	7330	7739	8171	8627	9108
			063B	7854	8292	8754	9242	9757
B642	ASSISTANT TREATMENT PLANT OPERATOR	058H	6960	7348	7758	8191	8648	
		061C	7457	7873	8312	8776	9265	
B638	65	TREATMENT PLANT OPERATOR II	064L	8251	8711	9197	9710	10252
			067F	8841	9334	9855	10405	10985
B622	12	TRUCK DRIVER	055K	6448	6807	7186	7587	8010
			058E	6908	7293	7700	8129	8582
B623	TRUCK DRIVER TRAINEE	045F	4868	5140	5426	5728	6048	
		048A	5216	5506	5813	6137	6479	
B809	19	UTILITY EQUIPMENT OPERATOR II	042L	4543	4796	5064	5346	5643
			045F	4868	5140	5426	5728	6048
B810	UTILITY EQUIPMENT OPERATOR I	040A	4198	4432	4679	4940	5216	
		042G	4499	4749	5014	5294	5588	
B783	3	WAREHOUSE COORDINATOR	053E	6033	6369	6724	7098	7494
			055L	6463	6823	7203	7605	8029
B633	6	WATER TRUCK DRIVER	047H	5165	5453	5756	6077	6416
			050C	5533	5842	6168	6511	6874
B606	10	WEIGHSCALE OPERATOR	051E	5714	6033	6369	6724	7098
			053L	6122	6463	6823	7203	7605
B608	WEIGHSCALE OPERATOR TRAINEE	045F	4868	5140	5426	5728	6048	
		048A	5216	5506	5813	6137	6479	
B758	13	WELDER	060H	7348	7758	8191	8648	9130
			063C	7873	8312	8776	9265	9782
B759		WELDER APPRENTICE II	055H	6416	6773	7151	7550	7971
			058C	6874	7257	7662	8089	8540
B760		WELDER APPRENTICE I	047B	5089	5372	5671	5988	6322
			049H	5453	5756	6077	6416	6773

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
<u>CONFIDENTIAL UNIT</u>								
C208	1	ADMINISTRATIVE AIDE I	054F 057A	6214 6657	6560 7028	6925 7420	7311 7834	7719 8271
C207	4	ADMINISTRATIVE AIDE II	056F 059A	6560 7028	6925 7420	7311 7834	7719 8271	8149 8732
C212	8	ADMINISTRATIVE SECRETARY	057G 060B	6757 7239	7133 7643	7531 8069	7951 8519	8394 8994
C209	1	DEPUTY SECRETARY TO BOARDS OF DIRECTORS	060C 062J	7257 7777	7662 8211	8089 8669	8540 9152	9016 9662
C200	10	HUMAN RESOURCES ANALYST III	066L 069F	8711 9334	9197 9855	9710 10405	10252 10985	10824 11598
C201		HUMAN RESOURCES ANALYST II	062L 065F	7815 8374	8251 8841	8711 9334	9197 9855	9710 10405
C202		HUMAN RESOURCES ANALYST I	057L 060F	6823 7311	7203 7719	7605 8149	8029 8603	8477 9083
C215	5	HUMAN RESOURCES CLERK II	049E 051L	5412 5799	5714 6122	6033 6463	6369 6823	6724 7203
C216		HUMAN RESOURCES CLERK I	047E 049L	5127 5493	5412 5799	5714 6122	6033 6463	6369 6823
C205	1	INSURANCE AND CLAIMS COORDINATOR	060K 063E	7384 7912	7796 8353	8231 8819	8690 9311	9175 9830
C218	1	OFFICE ASSISTANT II	046A 048G	4940 5294	5216 5588	5506 5900	5813 6229	6137 6576
C219		OFFICE ASSISTANT I	044A 046G	4679 5014	4940 5294	5216 5588	5506 5900	5813 6229
C213	1	SECRETARY II	051F 054A	5728 6137	6048 6479	6385 6840	6740 7221	7116 7624
C214		SECRETARY I	047F 050A	5140 5506	5426 5813	5728 6137	6048 6479	6385 6840
C211	1	SECRETARY TO THE ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	059G 062B	7133 7643	7531 8069	7951 8519	8394 8994	8862 9496
C210	1	SECRETARY TO THE CHIEF ENGINEER AND GENERAL MANAGER	064C 066J	8089 8669	8540 9152	9016 9662	9519 10201	10050 10770

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
C198	1	SENIOR HUMAN RESOURCES ANALYST	068L 071F	9197 9855	9710 10405	10252 10985	10824 11598	11428 12245
C217	1	SENIOR OFFICE ASSISTANT	048A 050G	5216 5588	5506 5900	5813 6229	6137 6576	6479 6943
C199	4	SUPERVISING HUMAN RESOURCES ANALYST	074C 076J	10610 11371	11202 12005	11827 12675	12487 13382	13183 14130
<u>ENERGY RECOVERY UNIT</u>								
E856	0	POWER PLANT ATTENDANT	046L 049F	5064 5426	5346 5728	5643 6048	5958 6385	6291 6740
E854	3	POWER PLANT OPERATIONS ASSISTANT	057B 059H	6674 7151	7046 7550	7439 7971	7854 8416	8292 8885
E852	6	POWER PLANT OPERATOR I	061B 063H	7439 7971	7854 8416	8292 8885	8754 9381	9242 9904
E850	6	POWER PLANT OPERATOR II	064D 066K	8109 8690	8561 9175	9038 9687	9542 10227	10074 10797
E848	5	SENIOR POWER PLANT OPERATOR I	068B 070H	8994 9639	9496 10177	10026 10745	10585 11344	11175 11977
<u>MANAGEMENT</u>								
M102	1	ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	105C 107J	24546 26286	25896 27732	27320 29257	28823 30867	30408 32564
M110	6	ASSISTANT DEPARTMENTAL ENGINEER	092K 095E	17649 18875	18620 19913	19644 21008	20724 22164	21864 23383
M116	1	ASSISTANT HUMAN RESOURCES DIRECTOR	088F 091A	15656 16789	16539 17712	17473 18686	18434 19714	19448 20798
M122	1	ASSISTANT MANAGER OF LABORATORIES	082L 085F	13448 14416	14200 15231	15003 16091	15852 17000	16747 17935
M193	1	ASSISTANT WARREN MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M119	1	BUDGET MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M115	1	CHIEF ACCOUNTANT	088F 091A	15656 16789	16539 17712	17473 18686	18434 19714	19448 20798

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M101	1	CHIEF ENGINEER AND GENERAL MANAGER	111B 113H	28749 30786	30330 32480	31998 34266	33758 36151	35615 38139
M127	1	CHIEF INFORMATION OFFICER	092K 095E	17649 18875	18620 19913	19644 21008	20724 22164	21864 23383
M178	1	COMPOST FACILITY SUPERINTENDENT	069C 071J	9265 9927	9782 10481	10328 11066	10904 11683	11512 12335
M104	6	DEPARTMENTAL ENGINEER	099C 101J	20903 22386	22053 23617	23266 24916	24546 26286	25896 27732
M103	1	DEPUTY ASSISTANT CHIEF ENGINEER	102C 104J	22667 24274	23913 25610	25229 27019	26617 28505	28081 30072
M130	1	DIVERSITY EQUITY & INCLUSION PROGRAMS MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M118	7	DIVISION ENGINEER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M160	1	ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	075E 077L	10957 11739	11568 12394	12213 13085	12894 13815	13613 14596
M153	1	ENERGY RECOVERY OPERATIONS AND MAINTENANCE SUPERINTENDENT	078E 080L	11885 12738	12548 13448	13248 14200	13990 15003	14781 15852
M151	1	ENERGY RECOVERY SUPERINTENDENT II	076E 078L	11257 12065	11885 12738	12548 13448	13248 14200	13990 15003
M126	1	ENVIRONMENTAL HEALTH AND SAFETY MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M176	1	FLEET MANAGER	078E 080L	11885 12738	12548 13448	13248 14200	13990 15003	14781 15852
M108	1	HUMAN RESOURCES DIRECTOR	099C 101J	20903 22386	22053 23617	23266 24916	24546 26286	25896 27732
M191	1	INDUSTRIAL WASTE MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M120	1	INFORMATION TECHNOLOGY MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M128	2	LABORATORY SUPERINTENDENT	080A 082G	12425 13316	13118 14060	13850 14855	14633 15695	15461 16581

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M111	1	WARREN MANAGER	092K 095E	17649 18875	18620 19913	19644 21008	20724 22164	21864 23383
M125	1	LEGISLATIVE PROGRAMS MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M186	1	MANAGER OF CIVIL & MECHANICAL DESIGN	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M184	1	MANAGER OF CONSTRUCTION MANAGEMENT	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M121	1	MANAGER OF LABORATORIES	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M138	1	PROCUREMENT & RISK MANAGER	080L 083F	12738 13649	13448 14416	14200 15231	15003 16091	15852 17000
M190	1	PUBLIC INFORMATION OFFICER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M139	1	RESEARCH MANAGER	086F 089A	14818 15892	15656 16789	16539 17712	17473 18686	18434 19714
M180	1	REUSE AND COMPLIANCE MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M148	3	REFUSE SITE SUPERINTENDENT I	072K 075E	10227 10957	10797 11568	11399 12213	12035 12894	12706 13613
M146	3	REFUSE SITE SUPERINTENDENT II	076E 078L	11257 12065	11885 12738	12548 13448	13248 14200	13990 15003
M140	1	SECRETARY TO THE BOARDS OF DIRECTORS	074B 076H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095
M192	1	SEWER DESIGN MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M147	1	SOLID WASTE MAINTENANCE SUPERINTENDENT	076E 078L	11257 12065	11885 12738	12548 13448	13248 14200	13990 15003
M114	1	SOLID WASTE OPERATIONS AND ENGINEERING MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M144	1	SOLID WASTE OPERATIONS SUPERINTENDENT	079G 082B	12273 13151	12957 13885	13680 14670	14452 15500	15269 16375

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
M194	1	SUPERINTENDENT OF CONSTRUCTION INSPECTION	079C 081J	12154 13023	12832 13749	13548 14524	14308 15345	15117 16212
M195	1	SUPERINTENDENT OF INDUSTRIAL WASTE INSPECTION	079C 081J	12154 13023	12832 13749	13548 14524	14308 15345	15117 16212
M163	1	SUPERINTENDENT OF WARREN MAINTENANCE	077J 080D	11683 12516	12335 13214	13023 13955	13749 14744	14524 15578
M164	1	SUPERINTENDENT OF WARREN OPERATIONS	079C 081J	12154 13023	12832 13749	13548 14524	14308 15345	15117 16212
M156	1	SUPERINTENDENT OF WASTEWATER COLLECTION SYSTEM OPERATIONS AND MAINTENANCE	079C 081J	12154 13023	12832 13749	13548 14524	14308 15345	15117 16212
M165	2	SUPERINTENDENT OF WATER RECLAMATION PLANT OPERATIONS	079C 081J	12154 13023	12832 13749	13548 14524	14308 15345	15117 16212
M172	2	SUPERINTENDENT OF WATER RECLAMATION PLANTS MAINTENANCE	076E 078L	11257 12065	11885 12738	12548 13448	13248 14200	13990 15003
M113	1	WASTEWATER COLLECTION SYS MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
M182	1	WATER RECLAMATION PLANTS MANAGER	090K 093E	16705 17891	17649 18875	18620 19913	19644 21008	20724 22164
<u>PROFESSIONAL UNIT</u>								
A384	7	ACCOUNTANT II	061A	7420	7834	8271	8732	9219
			063G	7951	8394	8862	9356	9878
A385	7	ACCOUNTANT I	057A	6657	7028	7420	7834	8271
			059G	7133	7531	7951	8394	8862
A354	8	BIOLOGIST II	066F	8603	9083	9590	10125	10690
			069A	9219	9733	10276	10849	11454
A355	8	BIOLOGIST I	062F	7719	8149	8603	9083	9590
			065A	8271	8732	9219	9733	10276
A386	5	BUDGET ANALYST	065A 067G	8271 8862	8732 9356	9219 9878	9733 10429	10276 11011
A344	24	CHEMIST II	066F	8603	9083	9590	10125	10690
			069A	9219	9733	10276	10849	11454
A345	24	CHEMIST I	062F	7719	8149	8603	9083	9590
			065A	8271	8732	9219	9733	10276

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
A396	2	CYBERSECURITY ANALYST II	070E	9566	10099	10662	11257	11885
			072L	10252	10824	11428	12065	12738
A395		CYBERSECURITY ANALYST I	066E	8582	9061	9566	10099	10662
			068L	9197	9710	10252	10824	11428
A391	1	CYBERSECURITY COORDINATOR	078L	12065	12738	13448	14200	15003
			081F	12928	13649	14416	15231	16091
A319	1	ENGINEERING GEOLOGIST	074L	10824	11428	12065	12738	13448
			077F	11598	12245	12928	13649	14416
A328		ENVIRONMENTAL PLANNER III	068L	9197	9710	10252	10824	11428
			071F	9855	10405	10985	11598	12245
A329	4	ENVIRONMENTAL PLANNER II	064L	8251	8711	9197	9710	10252
			067F	8841	9334	9855	10405	10985
A330		ENVIRONMENTAL PLANNER I	060L	7402	7815	8251	8711	9197
			063F	7932	8374	8841	9334	9855
A320		ENVIRONMENTAL SCIENTIST	074L	10824	11428	12065	12738	13448
			077F	11598	12245	12928	13649	14416
A322	13	ASSOCIATE ENVIRONMENTAL SCIENTIST III	072L	10252	10824	11428	12065	12738
			075F	10985	11598	12245	12928	13649
A324		ASSOCIATE ENVIRONMENTAL SCIENTIST II	068L	9197	9710	10252	10824	11428
			071F	9855	10405	10985	11598	12245
A326		ASSOCIATE ENVIRONMENTAL SCIENTIST I	064L	8251	8711	9197	9710	10252
			067F	8841	9334	9855	10405	10985
A390	4	FINANCIAL ANALYST	069A	9219	9733	10276	10849	11454
			071G	9878	10429	11011	11625	12273
A394		GIS ANALYST III	068L	9197	9710	10252	10824	11428
			071F	9855	10405	10985	11598	12245
A393	2	GIS ANALYST II	064L	8251	8711	9197	9710	10252
			067F	8841	9334	9855	10405	10985
A392		GIS ANALYST I	060L	7402	7815	8251	8711	9197
			063F	7932	8374	8841	9334	9855
A369		HEALTH AND SAFETY ANALYST II	066L	8711	9197	9710	10252	10824
			069F	9334	9855	10405	10985	11598
A370	7	HEALTH AND SAFETY ANALYST I	062L	7815	8251	8711	9197	9710
			065F	8374	8841	9334	9855	10405
A371		HEALTH AND SAFETY TRAINEE	060L	7402	7815	8251	8711	9197
			063F	7932	8374	8841	9334	9855

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
A368	1	INDUSTRIAL HYGIENIST	067L 070F	8950 9590	9449 10125	9976 10690	10532 11286	11119 11915
A382	2	INTERNAL AUDITOR	066L 069F	8711 9334	9197 9855	9710 10405	10252 10985	10824 11598
A335	1	LEGISLATIVE ANALYST III	066L 069F	8711 9334	9197 9855	9710 10405	10252 10985	10824 11598
A336		LEGISLATIVE ANALYST II	062L 065F	7815 8374	8251 8841	8711 9334	9197 9855	9710 10405
A337		LEGISLATIVE ANALYST I	060L 063F	7402 7932	7815 8374	8251 8841	8711 9334	9197 9855
A333	1	LEGISLATIVE ANALYST SPECIALIST	068L 071F	9197 9855	9710 10405	10252 10985	10824 11598	11428 12245
A364	8	MICROBIOLOGIST II	066F 069A	8603 9219	9083 9733	9590 10276	10125 10849	10690 11454
A365		MICROBIOLOGIST I	062F 065A	7719 8271	8149 8732	8603 9219	9083 9733	9590 10276
A379	10	PROGRAMMER ANALYST III	063K 066E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
A380		PROGRAMMER ANALYST II	061K 064E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099
A381		PROGRAMMER ANALYST I	059K 062E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
A389	2	PUBLIC AFFAIRS SPECIALIST III	064L 067F	8251 8841	8711 9334	9197 9855	9710 10405	10252 10985
A388		PUBLIC AFFAIRS SPECIALIST II	060L 063F	7402 7932	7815 8374	8251 8841	8711 9334	9197 9855
A387		PUBLIC AFFAIRS SPECIALIST I	056L 059F	6641 7116	7011 7513	7402 7932	7815 8374	8251 8841
A331	1	RECYCLING COORDINATOR	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416
A341	3	RESEARCH SCIENTIST I	069D 071K	9289 9953	9807 10508	10354 11094	10931 11713	11540 12366
A340	3	RESEARCH SCIENTIST II	071E 073L	9830 10532	10378 11119	10957 11739	11568 12394	12213 13085
A383	2	SENIOR ACCOUNTANT	065L 068F	8477 9083	8950 9590	9449 10125	9976 10690	10532 11286

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*					
				I	II	III	IV	V	
A352	5	SENIOR BIOLOGIST	068F 071A	9083 9733	9590 10276	10125 10849	10690 11454	11286 12093	
A342	14	SENIOR CHEMIST	068F 071A	9083 9733	9590 10276	10125 10849	10690 11454	11286 12093	
A300	205	SENIOR ENGINEER	078L 081F	12065 12928	12738 13649	13448 14416	14200 15231	15003 16091	
A302		CIVIL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A304		ELECTRICAL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A306		MECHANICAL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A308		INSTRUMENTATION ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A303		CHEMICAL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A305		CONTROL SYSTEM ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A307		INDUSTRIAL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A309		STRUCTURAL ENGINEER	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	
A310		ENGINEERING ASSOCIATE III	072L 075F	10252 10985	10824 11598	11428 12245	12065 12928	12738 13649	
A312		ENGINEERING ASSOCIATE II	068L 071F	9197 9855	9710 10405	10252 10985	10824 11598	11428 12245	
A314		ENGINEERING ASSOCIATE I	064L 067F	8251 8841	8711 9334	9197 9855	9710 10405	10252 10985	
A318		2	SENIOR ENVIRONMENTAL SCIENTIST	078L 081F	12065 12928	12738 13649	13448 14416	14200 15231	15003 16091
A377		2	SENIOR GEOGRAPHICAL INFORMATION SYSTEM ANALYST	070L 073F	9710 10405	10252 10985	10824 11598	11428 12245	12065 12928
A367	1	SENIOR HEALTH & SAFETY ANALYST	070L 073F	9710 10405	10252 10985	10824 11598	11428 12245	12065 12928	
A362	2	SENIOR MICROBIOLOGIST	068F 071A	9083 9733	9590 10276	10125 10849	10690 11454	11286 12093	
A372	20	SENIOR SYSTEMS ANALYST	074L 077F	10824 11598	11428 12245	12065 12928	12738 13649	13448 14416	

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
A374	24	SYSTEMS ANALYST II	070E	9566	10099	10662	11257	11885
			072L	10252	10824	11428	12065	12738
A376		SYSTEMS ANALYST I	066E	8582	9061	9566	10099	10662
			068L	9197	9710	10252	10824	11428
A338	1	WASTEWATER PROJECT COST ANALYST	068L	9197	9710	10252	10824	11428
			071F	9855	10405	10985	11598	12245
<u>PROFESSIONAL SUPERVISORY UNIT</u>								
P230	1	ACCOUNTING SERVICES SUPERVISOR	080L	12738	13448	14200	15003	15852
			083F	13649	14416	15231	16091	17000
P235	1	ENVIRONMENTAL HEALTH AND SAFETY SUPERVISOR	080L	12738	13448	14200	15003	15852
			083F	13649	14416	15231	16091	17000
P234	3	INFORMATION TECHNOLOGY SUPERVISOR	080L	12738	13448	14200	15003	15852
			083F	13649	14416	15231	16091	17000
P242	3	LABORATORY SUPERVISOR II	077E	11568	12213	12894	13613	14380
			079L	12394	13085	13815	14596	15422
P252	1	LEGISLATIVE AND REGULATORY LIAISON	082L	13448	14200	15003	15852	16747
			085F	14416	15231	16091	17000	17935
P233	1	PUBLIC INFORMATION SUPERVISOR	082L	13448	14200	15003	15852	16747
			085F	14416	15231	16091	17000	17935
P249	3	SUPERVISING ACCOUNTANT	070D	9542	10074	10636	11229	11855
			072K	10227	10797	11399	12035	12706
P237	1	SUPERVISING BUDGET ANALYST	074D	10636	11229	11855	12516	13214
			076K	11399	12035	12706	13415	14165
P224	53	SUPERVISING ENGINEER II	082L	13448	14200	15003	15852	16747
			085F	14416	15231	16091	17000	17935
P226		SUPERVISING ENGINEER I	080L	12738	13448	14200	15003	15852
			083F	13649	14416	15231	16091	17000
P232	1	SUPERVISING ENVIRONMENTAL SCIENTIST	080L	12738	13448	14200	15003	15852
			083F	13649	14416	15231	16091	17000
P231	1	SUPERVISING INTERNAL AUDITOR	074K	10797	11399	12035	12706	13415
			077E	11568	12213	12894	13613	14380

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
P246	13	SUPERVISING SCIENTIST	072F 075A	10125 10849	10690 11454	11286 12093	11915 12767	12579 13479
P236	5	SUPERVISING SYSTEMS ANALYST	078L 081F	12065 12928	12738 13649	13448 14416	14200 15231	15003 16091
<u>SUPERVISORY UNIT</u>								
S272	1	ASSISTANT ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	072J 075D	10201 10931	10770 11540	11371 12184	12005 12863	12675 13580
S261	1	ASSISTANT SUPERINTENDENT OF DESERT MAINTENANCE	072J 075D	10201 10931	10770 11540	11371 12184	12005 12863	12675 13580
S257	3	ASSISTANT SUPERINTENDENT OF TREATMENT PLANT OPERATIONS	074B 076H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095
S264	1	ASST SUPT WASTEWATER COLLECTION SYS OPS & MTC	074B 076H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095
S290	1	CUSTOMER SERVICE SUPERVISOR	062J 065D	7777 8333	8211 8798	8669 9289	9152 9807	9662 10354
S256	2	FLEET AND FACILITIES EQUIPMENT SUPERVISOR	070L 073F	9710 10405	10252 10985	10824 11598	11428 12245	12065 12928
S263	1	GENERAL SERVICES AND FACILITIES SUPERVISOR	067H 070C	8885 9519	9381 10050	9904 10610	10456 11202	11039 11827
S286	1	INDUSTRIAL WASTE SURCHARGE SUPERVISOR	065J 068D	8436 9038	8906 9542	9403 10074	9927 10636	10481 11229
S295	1	RECORDS ADMINISTRATOR	064J 067D	8211 8798	8669 9289	9152 9807	9662 10354	10201 10931
S285	1	REVENUE COLLECTION SUPERVISOR	068J 071D	9152 9807	9662 10354	10201 10931	10770 11540	11371 12184
S253	1	SOLID WASTE MAINTENANCE SUPERVISOR	067H 070C	8885 9519	9381 10050	9904 10610	10456 11202	11039 11827
S252	4	SOLID WASTE OPERATIONS SUPERVISOR I	066E 068L	8582 9197	9061 9710	9566 10252	10099 10824	10662 11428
S251	4	SOLID WASTE OPERATIONS SUPERVISOR II	067K 070E	8929 9566	9427 10099	9953 10662	10508 11257	11094 11885

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S278	6	SUPERVISING CONSTRUCTION INSPECTOR	074C 076J	10610 11371	11202 12005	11827 12675	12487 13382	13183 14130
S279	5	SUPERVISING DESIGNER	073B 075H	10301 11039	10875 11655	11481 12305	12121 12991	12797 13716
S281	12	SUPERVISING ENGINEERING TECHNICIAN I	065K 068E	8457 9061	8929 9566	9427 10099	9953 10662	10508 11257
S280	2	SUPERVISING ENGINEERING TECHNICIAN II	067K 070E	8929 9566	9427 10099	9953 10662	10508 11257	11094 11885
S276	3	SUPERVISING INDUSTRIAL WASTE INSPECTOR I	069D 071K	9289 9953	9807 10508	10354 11094	10931 11713	11540 12366
S275	1	SUPERVISING INDUSTRIAL WASTE INSPECTOR II	071D 073K	9807 10508	10354 11094	10931 11713	11540 12366	12184 13056
S282	2	SUPERVISING INFORMATION TECHNOLOGY TECHNICIAN	069E 071L	9311 9976	9830 10532	10378 11119	10957 11739	11568 12394
S287	1	SUPERVISING LAND SURVEYOR	073B 075H	10301 11039	10875 11655	11481 12305	12121 12991	12797 13716
S270	1	SUPERVISING SCADA SYSTEMS COORDINATOR	074C 076J	10610 11371	11202 12005	11827 12675	12487 13382	13183 14130
S294	1	SUPERVISOR OF ACCOUNTS PAYABLE	061J 064D	7568 8109	7990 8561	8436 9038	8906 9542	9403 10074
S288	1	SUPERVISOR OF DESIGN TECHNOLOGY	076B 078H	11175 11977	11798 12645	12456 13350	13151 14095	13885 14892
S274	12	SUPERVISOR OF ELECTRICAL AND INSTRUMENTATION REPAIR	070J 073D	9662 10354	10201 10931	10770 11540	11371 12184	12005 12863
S268	2	SUPERVISOR OF ENERGY RECOVERY PLANT MAINTENANCE	069H 072C	9381 10050	9904 10610	10456 11202	11039 11827	11655 12487
S269	1	SUPERVISOR OF ENERGY RECOVERY PLANT OPERATIONS	072B 074H	10026 10745	10585 11344	11175 11977	11798 12645	12456 13350
S266	1	SUPERVISOR OF PUMPING PLANT OPERATIONS AND MAINTENANCE	069J 072D	9403 10074	9927 10636	10481 11229	11066 11855	11683 12516
S293	1	SUPERVISOR OF PURCHASING	068B 070H	8994 9639	9496 10177	10026 10745	10585 11344	11175 11977

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
S296	1	SUPERVISOR OF RECORDS AND REPRODUCTION	055J 058D	6432 6891	6790 7275	7168 7681	7568 8109	7990 8561
S262	3	SUPERVISOR OF SEWER MAINTENANCE	067H 070C	8885 9519	9381 10050	9904 10610	10456 11202	11039 11827
S260	9	SUPERVISOR OF TREATMENT PLANT MAINTENANCE	069H 072C	9381 10050	9904 10610	10456 11202	11039 11827	11655 12487
S258	20	SUPERVISOR OF TREATMENT PLANT OPERATIONS	071H 074C	9904 10610	10456 11202	11039 11827	11655 12487	12305 13183
<u>TECHNICIAN SUPPORT UNIT</u>								
T567	5	ASSET MANAGEMENT TECHNICIAN II	066E	8582	9061	9566	10099	10662
			068L	9197	9710	10252	10824	11428
T568		ASSET MANAGEMENT TECHNICIAN I	062E	7700	8129	8582	9061	9566
			064L	8251	8711	9197	9710	10252
T471	1	COMPOST ENGINEERING TECHNICIAN III	051F 054A	5728 6137	6048 6479	6385 6840	6740 7221	7116 7624
T470		COMPOST ENGINEERING TECHNICIAN II	046J 049D	5039 5399	5320 5700	5616 6018	5929 6353	6260 6707
T469		COMPOST ENGINEERING TECHNICIAN I	042F 045A	4487 4808	4738 5076	5002 5359	5281 5657	5575 5973
T544	34	CONSTRUCTION INSPECTOR III	065B 067H	8292 8885	8754 9381	9242 9904	9757 10456	10301 11039
T545		CONSTRUCTION INSPECTOR II	061F 064A	7513 8049	7932 8498	8374 8972	8841 9472	9334 10000
T546		CONSTRUCTION INSPECTOR I	057K 060E	6807 7293	7186 7700	7587 8129	8010 8582	8457 9061
T420	32	DESIGNER III	065L 068F	8477 9083	8950 9590	9449 10125	9976 10690	10532 11286
T422		DESIGNER II	063L 066F	8029 8603	8477 9083	8950 9590	9449 10125	9976 10690
T424		DESIGNER I	061J 064D	7568 8109	7990 8561	8436 9038	8906 9542	9403 10074
T416	3	DESIGN TECHNOLOGY SPECIALIST II	065L 068F	8477 9083	8950 9590	9449 10125	9976 10690	10532 11286
T417		DESIGN TECHNOLOGY SPECIALIST I	063L 066F	8029 8603	8477 9083	8950 9590	9449 10125	9976 10690

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
T465	66	ENGINEERING TECHNICIAN III	058J	6977	7366	7777	8211	8669
			061D	7476	7893	8333	8798	9289
T466		ENGINEERING TECHNICIAN II	054A	6137	6479	6840	7221	7624
			056G	6576	6943	7330	7739	8171
T468		ENGINEERING TECHNICIAN I	049J	5466	5770	6092	6432	6790
			052D	5857	6183	6528	6891	7275
T490	1	GRAPHIC ARTIST II	058E	6908	7293	7700	8129	8582
			060L	7402	7815	8251	8711	9197
T491		GRAPHIC ARTIST I	056E	6544	6908	7293	7700	8129
			058L	7011	7402	7815	8251	8711
T489	2	GRAPHIC ARTIST SPECIALIST	060E	7293	7700	8129	8582	9061
			062L	7815	8251	8711	9197	9710
T487	1	GRAPHICS PRODUCTION COORDINATOR	064K	8231	8690	9175	9687	10227
			067E	8819	9311	9830	10378	10957
T534	26	INDUSTRIAL WASTE INSPECTOR II	061D	7476	7893	8333	8798	9289
			063K	8010	8457	8929	9427	9953
T536		INDUSTRIAL WASTE INSPECTOR I	057D	6707	7081	7476	7893	8333
			059K	7186	7587	8010	8457	8929
T571	1	INDUSTRIAL WASTE PRETREATMENT COMPUTER SYSTEM ADMINISTRATOR	063J	7990	8436	8906	9403	9927
			066D	8561	9038	9542	10074	10636
T561	16	INFORMATION TECHNOLOGY TECHNICIAN III	062E	7700	8129	8582	9061	9566
			064L	8251	8711	9197	9710	10252
T562		INFORMATION TECHNOLOGY TECHNICIAN II	059E	7098	7494	7912	8353	8819
			061L	7605	8029	8477	8950	9449
T564		INFORMATION TECHNOLOGY TECHNICIAN I	055E	6369	6724	7098	7494	7912
			057L	6823	7203	7605	8029	8477
T528	1	LABORATORY ATTENDANT	042E	4476	4726	4989	5268	5561
			044L	4796	5064	5346	5643	5958
T570	2	LABORATORY INFORMATION MANAGEMENT SYSTEM ADMINISTRATOR	068E	9061	9566	10099	10662	11257
			070L	9710	10252	10824	11428	12065
T524	100	LABORATORY TECHNICIAN II	058K	6994	7384	7796	8231	8690
			061E	7494	7912	8353	8819	9311
T526		LABORATORY TECHNICIAN I	055K	6448	6807	7186	7587	8010
			058E	6908	7293	7700	8129	8582

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
T475	3	LAND SURVEY TECHNICIAN	062L 065F	7815 8374	8251 8841	8711 9334	9197 9855	9710 10405
T565	1	LEAD ASSET MANAGEMENT TECHNICIAN	069H 072C	9381 10050	9904 10610	10456 11202	11039 11827	11655 12487
T453	2	PLANNING DRAFTING TECHNICIAN III	061J 064D	7568 8109	7990 8561	8436 9038	8906 9542	9403 10074
T454		PLANNING DRAFTING TECHNICIAN II	056E 058L	6544 7011	6908 7402	7293 7815	7700 8251	8129 8711
T456		PLANNING DRAFTING TECHNICIAN I	050D 052K	5547 5944	5857 6275	6183 6625	6528 6994	6891 7384
T556	2	PROJECT CONTROLS SPECIALIST	068K 071E	9175 9830	9687 10378	10227 10957	10797 11568	11399 12213
T421	11	PROJECT DESIGNER	067L 070F	8950 9590	9449 10125	9976 10690	10532 11286	11119 11915
T458	1	PUBLIC COUNTER COORDINATOR	061J 064D	7568 8109	7990 8561	8436 9038	8906 9542	9403 10074
T483	5	REAL PROPERTY AGENT II	067K 070E	8929 9566	9427 10099	9953 10662	10508 11257	11094 11885
T484		REAL PROPERTY AGENT I	065J 068D	8436 9038	8906 9542	9403 10074	9927 10636	10481 11229
T542	6	SENIOR CONSTRUCTION INSPECTOR	069B 071H	9242 9904	9757 10456	10301 11039	10875 11655	11481 12305
T415	2	SENIOR DESIGN TECHNOLOGY SPECIALIST	067L 070F	8950 9590	9449 10125	9976 10690	10532 11286	11119 11915
T464	20	SENIOR ENGINEERING TECHNICIAN	062J 065D	7777 8333	8211 8798	8669 9289	9152 9807	9662 10354
T532	7	SENIOR INDUSTRIAL WASTE INSPECTOR	065D 067K	8333 8929	8798 9427	9289 9953	9807 10508	10354 11094
T560	5	SENIOR INFORMATION TECHNOLOGY TECHNICIAN	065E 067L	8353 8950	8819 9449	9311 9976	9830 10532	10378 11119
T522	22	SENIOR LABORATORY TECHNICIAN	060K 063E	7384 7912	7796 8353	8231 8819	8690 9311	9175 9830
T566	1	SENIOR SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	072C 074J	10050 10770	10610 11371	11202 12005	11827 12675	12487 13382

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
T550	5	SEWER CONNECTION INSPECTOR	060E 062L	7293 7815	7700 8251	8129 8711	8582 9197	9061 9710
T569	3	SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	070C 072J	9519 10201	10050 10770	10610 11371	11202 12005	11827 12675
T472	3	SURVEY PARTY CHIEF II	068A	8972	9472	10000	10558	11147
			070G	9616	10152	10718	11316	11947
T473		SURVEY PARTY CHIEF I	064L	8251	8711	9197	9710	10252
			067F	8841	9334	9855	10405	10985
T476	4	SURVEY PARTY WORKER II	058G	6943	7330	7739	8171	8627
			061B	7439	7854	8292	8754	9242
T478		SURVEY PARTY WORKER I	048E	5268	5561	5871	6198	6544
			050L	5643	5958	6291	6641	7011
<u>WHITE COLLAR UNIT</u>								
W908	11	ACCOUNT CLERK II	046G	5014	5294	5588	5900	6229
			049B	5372	5671	5988	6322	6674
W909		ACCOUNT CLERK I	043L	4668	4928	5203	5493	5799
			046F	5002	5281	5575	5886	6214
W906	5	ACCOUNTING ASSISTANT	051A 053G	5657 6062	5973 6400	6306 6757	6657 7133	7028 7531
W951	1	ACCOUNTS PAYABLE COORDINATOR	054E 056L	6198 6641	6544 7011	6908 7402	7293 7815	7700 8251
W949	5	ADMINISTRATIVE AIDE I	054E 056L	6198 6641	6544 7011	6908 7402	7293 7815	7700 8251
W948	1	ADMINISTRATIVE AIDE II	056E 058L	6544 7011	6908 7402	7293 7815	7700 8251	8129 8711
W929	5	BUYER	061B 063H	7439 7971	7854 8416	8292 8885	8754 9381	9242 9904
W950	1	COMPOST ADMINISTRATIVE AIDE	046B 048H	4952 5307	5229 5602	5520 5915	5828 6245	6152 6592
W931	1	CONTRACT COORDINATOR	059D 061K	7081 7587	7476 8010	7893 8457	8333 8929	8798 9427

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
W936	4	CUSTOMER SERVICE COORDINATOR	054C 056J	6168 6608	6511 6977	6874 7366	7257 7777	7662 8211
W938	14	CUSTOMER SERVICE REPRESENTATIVE II	050C 052J	5533 5929	5842 6260	6168 6608	6511 6977	6874 7366
W939		CUSTOMER SERVICE REPRESENTATIVE I	048C 050J	5242 5616	5533 5929	5842 6260	6168 6608	6511 6977
W935	5	CUSTOMER SERVICE SPECIALIST	058J 061D	6977 7476	7366 7893	7777 8333	8211 8798	8669 9289
W933	8	INDUSTRIAL WASTE SURCHARGE ASSISTANT II	056C 058J	6511 6977	6874 7366	7257 7777	7662 8211	8089 8669
W934		INDUSTRIAL WASTE SURCHARGE ASSISTANT I	052C 054J	5842 6260	6168 6608	6511 6977	6874 7366	7257 7777
W943	3	INFORMATION TECHNOLOGY ASSISTANT	052F 055A	5886 6306	6214 6657	6560 7028	6925 7420	7311 7834
W918	12	OFFICE ASSISTANT II	045L 048F	4928 5281	5203 5575	5493 5886	5799 6214	6122 6560
W919		OFFICE ASSISTANT I	043L 046F	4668 5002	4928 5281	5203 5575	5493 5886	5799 6214
W905	2	PAYROLL SPECIALIST	057A 059G	6657 7133	7028 7531	7420 7951	7834 8394	8271 8862
W930	4	PURCHASING ASSISTANT	053B 055H	5988 6416	6322 6773	6674 7151	7046 7550	7439 7971
W911	1	RECORDS MANAGEMENT COORDINATOR	051E 053L	5714 6122	6033 6463	6369 6823	6724 7203	7098 7605
W923	3	REPRODUCTION CLERK	043D 045K	4588 4916	4844 5191	5114 5479	5399 5785	5700 6107
W912	23	SECRETARY II	051E 053L	5714 6122	6033 6463	6369 6823	6724 7203	7098 7605
W913		SECRETARY I	047E 049L	5127 5493	5412 5799	5714 6122	6033 6463	6369 6823
W907	2	SENIOR ACCOUNT CLERK	050E 052L	5561 5958	5871 6291	6198 6641	6544 7011	6908 7402

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	MONTHLY SALARY STEPS*				
				I	II	III	IV	V
W928	2	SENIOR BUYER	064B	8069	8519	8994	9496	10026
			066H	8648	9130	9639	10177	10745
W944	1	SENIOR INFORMATION TECHNOLOGY CLERK	048D	5255	5547	5857	6183	6528
			050K	5630	5944	6275	6625	6994
W917	8	SENIOR OFFICE ASSISTANT	047L	5203	5493	5799	6122	6463
			050F	5575	5886	6214	6560	6925
W922	1	SENIOR REPRODUCTION CLERK	046L	5064	5346	5643	5958	6291
			049F	5426	5728	6048	6385	6740

NON-MONTHLY

HOURLY RATE

H994	150	HOURLY EMPLOYEE	\$19.50 TO \$120.00 PER HOUR
H990	11	LIQUID WASTE DISPOSAL ATTENDANT	\$19.50 PER HOUR
H996	70	STUDENT EMPLOYEE	\$19.50 TO \$27.50 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.