

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

June 23, 2021
1:30 o'clock, P.M.

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

There were present: Katherine Lee, Director from Alhambra
Ali Sajjad Taj, Director from Artesia
Marco Barcena, Director from Bell Gardens
Ray Dunton, Alternate Director from Bellflower
Grace Hu, Director from Cerritos
Leonard Mendoza, Director from Commerce
Claudia M. Frometa, Director from Downey
Robert Garcia, Director from Long Beach
Joe Buscaino, Alternate Director from Los Angeles City
Kimberly Ann Cobos-Cawthorne, Director from Montebello
Yvonne Yiu, Director from Monterey Park
Jennifer Perez, Director from Norwalk
Brenda Olmos, Director from Paramount
Gustavo Camacho, Alternate Director from Pico Rivera
Chin Ho Liao, Director from San Gabriel
Maria Davila, Alternate Director from South Gate
Hilda Solis, Director from Los Angeles County
Cathy Warner, Chairperson, Alternate Director from Whittier

Absent: Ali Saleh, Director from Bell
Aja Brown, Director from Compton
Melissa Ybarra, Director from Vernon

Also present: Kimberly S. Christensen, Secretary to the Board
Wes Beverlin, District Counsel

CONSENT AGENDA

Upon motion of Director Liao, duly seconded and unanimously carried by a roll-call vote, the Consent Agenda was approved as follows:

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

RE: MINUTES The minutes of the regular meeting held June 9, 2021, were approved.

RE: LEGAL SERVICES
PAYMENT AND
REIMBURSEMENT OF
EXPENSES ADVANCED An invoice dated May 21, 2021, from Lewis Brisbois, Bisgaard & Smith LLP, in the amount of \$235,116.13 for legal services rendered and reimbursement of expenses advanced in various Districts' matters during the month of April 2021, was approved, and the Chief Engineer and General Manager was authorized to have a warrant drawn in full payment of the invoice, the charges to be distributed to the affected Districts.

RE: WASTEWATER MANAGEMENT
WHITTIER NARROWS WATER
RECLAMATION PLANT SITE
LIGHTING AND ELECTRICAL
UPGRADES - CSI ELECTRICAL
CONTRACTORS, INC.
CONTRACT NO. 5276
ACCEPTANCE OF THE WORK

CSI Electrical Contractors, Inc., has completed the work in connection with Contract No. 5276 for construction of the *Whittier Narrows Water Reclamation Plant Site Lighting and Electrical Upgrades* (Project) within the time allowed by the contract, and in accordance with its terms. The Project consisted of replacing various electrical panelboards, transformers, light poles and fixtures, and conductors for primary sedimentation, aeration, secondary clarification,

and disinfection processes. The existing site lighting and electrical systems were over 50 years old, deteriorated, and required replacement. Nine change orders totaling \$134,893.55 were approved for this Project. A recommendation was made to accept this work.

The work in connection with Contract No. 5276, entered into by CSI Electrical Contractors, Inc., on April 21, 2020, for construction of the *Whittier Narrows Water Reclamation Plant Site Lighting and Electrical Upgrades*, is hereby approved and accepted by this Board of Directors; the Chief Engineer and General Manager is directed to execute and record a Notice of Completion with respect to this work of improvement; and final payment of \$1,082,070.55 is authorized in accordance with the terms of the contract.

RE: WASTEWATER MANAGEMENT
SAN JOSE CREEK WATER RECLAMATION
PLANT ROOF REPLACEMENT FOR
INDUSTRIAL WASTE AND OPERATIONS
BUILDING - BEST CONTRACTING
SERVICES, INC. - CONTRACT NO. 5303
ACCEPTANCE OF THE WORK

Best Contracting Services, Inc., has completed the work in connection with Contract No. 5303 for construction of the *San Jose Creek Water Reclamation Plant Roof Replacement for Industrial Waste and Operations Building* (Project) within the time allowed by the contract, and in accordance with its terms. The Project consisted of removal and replacement of the existing roof on the Industrial Waste and Operations

building which was in poor condition and could no longer be spot repaired. The Project also included elevating mechanical equipment that was mounted on the roof to meet current building codes. One no-cost change order for a time extension was approved for this Project. A recommendation was made to accept this work.

The work in connection with Contract No. 5303, entered into by Best Contracting Services, Inc., on July 30, 2020, for construction of the *San Jose Creek Water Reclamation Plant Roof Replacement for Industrial Waste and Operations Building*, is hereby approved and accepted by this Board of Directors; the Chief Engineer and General Manager is directed to execute and record a Notice of Completion with respect to this work of improvement; and final payment of \$305,050 is authorized in accordance with the terms of the contract.

REGULAR AGENDA

RE: FACILITIES PLANNING - EXAGRID
HARDWARE AND VEEAM SOFTWARE
LICENSING - AUTHORIZE ISSUANCE OF
PURCHASE ORDER TO NTH GENERATION

The Districts uses specialized computer hardware and software to back up agency data daily. The existing tools used to perform these services are functionally obsolete and are susceptible to ransomware attacks.

The ExaGrid and Veeam products are the most cost-effective solution that meets all Districts' requirements. Multiple quotes for the purchase were obtained using existing governmental cooperative purchasing agreements, and Nth Generation provided the lowest cost. This item is consistent with the Districts' Guiding Principle of commitment to operational excellence (protection of public health and environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to Nth Generation in the amount of approximately \$140,000 for the purchase of ExaGrid hardware and Veeam software licensing for a three-year period.

Upon motion of Director Liao, duly seconded and unanimously carried by a roll-call vote, the Purchasing Agent was authorized to issue a purchase order to Nth Generation for the purchase of ExaGrid hardware and Veeam software licensing for a three-year period, at a cost of approximately \$140,000.

RE: FACILITIES PLANNING - PUENTE HILLS
GAS-TO-ENERGY FACILITY - HARDWARE
UPGRADES, SOFTWARE UPGRADE,
CYBERSECURITY AUTHORIZE ISSUANCE
OF PURCHASE ORDER TO ABB, INC.

Upgrades to the computer hardware and software of the computer-based control systems at the Puente Hills Gas-to-Energy Facility (PERG) are required to mitigate potential cybersecurity threats, to allow for continued support of the network, and to provide for a required upgrade to the operating system software. Control

system hardware and software upgrades are only available from ABB, Inc., (ABB) due to the existing proprietary ABB network and control system used at PERG. Because the Districts has a separate software

maintenance agreement with ABB, the Districts will receive free software that ABB normally sells for \$90,975 with this package. ABB has been providing satisfactory service and support for over 34 years at PERG, and this upgrade will increase reliability of the control system. This item is consistent with the Districts' Guiding Principle of commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to ABB, Inc., in the amount of approximately \$271,200 for the hardware upgrades, software upgrades and cybersecurity package at PERG.

Upon motion of Director Liao, duly seconded and unanimously carried by a roll-call vote, the Purchasing Agent was authorized to issue a purchase order to ABB, Inc., for the purchase of hardware upgrades, software upgrades and cybersecurity package at the Puente Hills Gas-to-Energy Facility, at a cost of approximately \$271,200.

RE: FACILITIES PLANNING - MANAGED SECURITY SERVICES FOR COMPUTER NETWORK - AUTHORIZE ISSUANCE OF PURCHASE ORDER TO COMPUTER AID, INCORPORATED

An evaluation by an independent cybersecurity consultant identified the need for dedicated monitoring of the security of the Districts' computer network. Managed security services are required to provide continuous monitoring of the Districts' computer network, intervention when threats are identified, and

rapid response to address any cybersecurity events. These types of services require the efforts of fulltime, trained, cybersecurity professionals. A Request for Proposals was sent to 41 managed cybersecurity service providers and 12 responded. Computer Aid, Incorporated submitted the highest ranked proposal based on technical expertise, breadth of services, cost, and prior service to other public sector customers. This item is consistent with the Districts' Guiding Principle of commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness). A recommendation was made to authorize the Chief Engineer and General Manager, in his capacity as Purchasing Agent, to issue a purchase order to Computer Aid, Incorporated in the amount of approximately \$1,057,677 for managed security services for the computer network for a three-year period.

Upon motion of Director Liao, duly seconded and unanimously carried by a roll-call vote, the Purchasing Agent was authorized to issue a purchase order to Computer Aid, Incorporated for managed security services for the Districts' computer network for a three-year period, at a cost of approximately \$1,057,677.

RE: FACILITIES PLANNING - DOWNEY AREA RECYCLING AND TRANSFER FACILITY - LEASE AGREEMENT TOMARA INDUSTRIES, INC., DBA GOLDEN STATE FIBRES CONTRACT NO. 5369 - APPROVE

Market conditions and economic factors have resulted in a sustained drop in incoming material to Downey Area Recycling and Transfer Facility (DART). In order to derive productive use of the facility and generate additional revenue in the interim, staff recommends leasing a portion of DART to Tomara Industries, Inc., dba Golden State Fibres (Tomara) to deliver and process

cardboard materials using under-utilized space and equipment at DART. Tomara's proposed operations are compatible with the Districts' activities at DART and will comply with all applicable permits and regulations. The proposed *Lease Agreement* (Agreement) has an initial term of six months, with potential subsequent six-month extensions upon mutual agreement, and requires Tomara to pay \$25,000 per month in base rent plus a minimum of \$22,500 per month in variable rent based on the tonnage of materials processed. Staff has determined that approval of the Agreement is exempt or otherwise not subject to the provisions of the California Environmental Quality Act (CEQA) pursuant to California Public Resources Code Section 21084 and Title 14 of the California Code of Regulations ("CEQA Guidelines") Sections 15301 and 15304. This item is consistent with the Districts' Guiding Principle to maximize use of our assets and resources (recycled water, recyclables, and energy). A recommendation was made to approve and order executed an Agreement with Tomara Industries, Inc., dba Golden State Fibres for interim use of a portion of DART.

Upon motion of Director Liao, duly seconded and unanimously carried by a roll-call vote, the Board of Directors of County Sanitation District No. 2 of Los Angeles County found and determined that it would be to the advantage of the District to enter into a *Lease Agreement* with Tomara Industries, Inc., dba Golden State Fibres providing to deliver and process cardboard materials using under-utilized space and equipment at the Downey Area Recycling and Transfer Facility, as set forth in the Agreement and under terms and conditions contained therein. All the terms and conditions of the *Lease Agreement*, Contract No. 5369, dated June 23, 2021, were accepted and approved, and the Chairperson and Secretary were authorized to execute the Agreement on behalf of the District.

RE: COUNTY SANITATION DISTRICTS OF
 LOS ANGELES COUNTY SALARY
 RESOLUTION EFFECTIVE JULY 1, 2021
 ADOPT

Prior to meeting in regular session, the Chief Engineer and General Manager discussed this matter as recorded in the Status Report. A proposed amended resolution setting salaries and benefits for fiscal year 2021-22 for District employees consistent with agreements approved

by the Districts' Collective Committee, was presented. Labor agreements establishing cost-of-living adjustment formulas for all District employees have been approved by the Collective Committee comprised of Directors of all Districts. The cost-of-living adjustment formula contained in the agreements results in an increase of 3.0 percent based on a 2.2 percent increase in the Consumer Price Index for All Urban Consumers in Los Angeles-Long Beach-Anaheim for the 12-month period ending March 2021. The proposed Salary Resolution incorporates the salary increases effective July 1, 2021, for all classes. A copy of the proposed amended Salary Resolution was attached to the agenda. A recommendation was made to adopt the amended Salary Resolution.

Upon motion of Director Liao, duly seconded and unanimously carried by roll-call vote, the following Resolution was adopted:

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
 SALARY RESOLUTION
 EFFECTIVE JULY 1, 2021

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 he or she determines to be appropriate in order to carry out the functions and responsibilities of the Districts, provided such policies, procedures, and practices are consistent with the agreements approved by the Districts' Collective Committee.

SECTION 2. SALARY SCHEDULE

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

COUNTY SANITATION DISTRICTS OF LOS ANGELES COUNTY
 SALARY SCHEDULE
 EFFECTIVE JULY 1, 2021

ITEM	AUTH POS	CLASSIFICATION TITLE	SAL RANGE	I	II	III	IV	V
MONTHLY SALARY STEPS*								
<u>BLUE COLLAR UNIT</u>								
B741		AUTOMOTIVE MECHANIC	53L	6122	6463	6823	7203	7605
			56F	6560	6925	7311	7719	8149
B742	5	AUTOMOTIVE MECHANIC APPRENTICE II	50A	5506	5813	6137	6479	6840
			52G	5900	6229	6576	6943	7330
B743		AUTOMOTIVE MECHANIC APPRENTICE I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988

B804	1	BOAT CAPTAIN	61A 63G	7420 7951	7834 8394	8271 8862	8732 9356	9219 9878
B806	1	BOAT DECK HAND	46D 48K	4977 5333	5255 5630	5547 5944	5857 6275	6183 6625
B781	1	CENTRAL INVENTORY SPECIALIST	52D 54K	5857 6275	6183 6625	6528 6994	6891 7384	7275 7796
B726	1	COMPOST FACILITIES MAINTENANCE MECHANIC	50B 52H	5520 5915	5828 6245	6152 6592	6495 6960	6857 7348
B728	1	COMPOST OPERATIONS COORDINATOR	49F 52A	5426 5813	5728 6137	6048 6479	6385 6840	6740 7221
B738	1	COMPOST OPERATIONS AND MAINTENANCE COORDINATOR	54B 56H	6152 6592	6495 6960	6857 7348	7239 7758	7643 8191
B636	3	COMPOST OPERATIONS WORKER	39D 41K	4117 4410	4345 4656	4588 4916	4844 5191	5114 5479
B819	3	COMPOST UTILITY EQUIPMENT OPERATOR II	30G	3257	3437	3625	3826	4036
			33B	3487	3678	3882	4096	4324
B820		COMPOST UTILITY EQUIPMENT OPERATOR I	27H	3014	3179	3354	3538	3733
			30C	3226	3404	3590	3789	3997
B625	3	CRANE OPERATOR	56B 58H	6495 6960	6857 7348	7239 7758	7643 8191	8069 8648
B734		DIESEL EQUIPMENT MECHANIC	55K	6448	6807	7186	7587	8010
			58E	6908	7293	7700	8129	8582
B735	6	DIESEL EQUIPMENT MECHANIC APPRENTICE II	49F	5426	5728	6048	6385	6740
			52A	5813	6137	6479	6840	7221
B736		DIESEL EQUIPMENT MECHANIC APPRENTICE I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988
B617	5	DIESEL EQUIPMENT OPERATOR	50J	5616	5929	6260	6608	6977
			53D	6018	6353	6707	7081	7476
B618		DIESEL EQUIPMENT OPERATOR TRAINEE	40E	4240	4476	4726	4989	5268
			42L	4543	4796	5064	5346	5643
B711		ELECTRICAL & INSTRUMENTATION TECHNICIAN	61C	7457	7873	8312	8776	9265
			63J	7990	8436	8906	9403	9927
B714	60	ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE II	53L	6122	6463	6823	7203	7605
			56F	6560	6925	7311	7719	8149
B717		ELECTRICAL & INSTRUMENTATION TECHNICIAN APPRENTICE I	43A	4554	4808	5076	5359	5657
			45G	4880	5152	5439	5742	6062
B628	2	EQUIPMENT SERVICE COORDINATOR	48G 51B	5294 5671	5588 5988	5900 6322	6229 6674	6576 7046
B629	15	EQUIPMENT SERVICE WORKER II	46G	5014	5294	5588	5900	6229
			49B	5372	5671	5988	6322	6674
B630		EQUIPMENT SERVICE WORKER I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988

B724	5	FACILITIES MAINTENANCE MECHANIC	57E 59L	6724 7203	7098 7605	7494 8029	7912 8477	8353 8950
B791	2	GENERAL SERVICES COORDINATOR II	47J	5178	5466	5770	6092	6432
			50D	5547	5857	6183	6528	6891
B792		GENERAL SERVICES COORDINATOR I	43J	4645	4904	5178	5466	5770
			46D	4977	5255	5547	5857	6183
B793	13	GENERAL SERVICES WORKER II	39J	4167	4400	4645	4904	5178
			42D	4465	4714	4977	5255	5547
B794		GENERAL SERVICES WORKER I	35J	3742	3948	4167	4400	4645
			38D	4007	4229	4465	4714	4977
B631	8	GREEN WASTE OPERATOR II	46G	5014	5294	5588	5900	6229
			49B	5372	5671	5988	6322	6674
B632		GREEN WASTE OPERATOR I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988
B685	1	GROUNDS MAINTENANCE COORDINATOR	51C 53J	5685 6092	6003 6432	6337 6790	6690 7168	7063 7568
B690	13	GROUNDS MAINTENANCE WORKER II	42F	4487	4738	5002	5281	5575
			45A	4808	5076	5359	5657	5973
B692		GROUNDS MAINTENANCE WORKER I	39J	4167	4400	4645	4904	5178
			42D	4465	4714	4977	5255	5547
B720		HEAVY EQUIPMENT MECHANIC	59F	7116	7513	7932	8374	8841
			62A	7624	8049	8498	8972	9472
B721	4	HEAVY EQUIPMENT MECHANIC APPRENTICE II	49B	5372	5671	5988	6322	6674
			51H	5756	6077	6416	6773	7151
B722		HEAVY EQUIPMENT MECHANIC APPRENTICE I	42G	4499	4749	5014	5294	5588
			45B	4820	5089	5372	5671	5988
B786	1	LABORATORY STOREKEEPER	46D 48K	4977 5333	5255 5630	5547 5944	5857 6275	6183 6625
B737	2	LEAD AUTOMOTIVE MECHANIC	57L 60F	6823 7311	7203 7719	7605 8149	8029 8603	8477 9083
B624	1	LEAD CRANE OPERATOR	59B 61H	7046 7550	7439 7971	7854 8416	8292 8885	8754 9381
B647	1	LEAD DESERT FACILITIES MAINTENANCE WORKER	57J 60D	6790 7275	7168 7681	7568 8109	7990 8561	8436 9038
B732	2	LEAD DIESEL EQUIPMENT MECHANIC	59B 61H	7046 7550	7439 7971	7854 8416	8292 8885	8754 9381
B616	1	LEAD DIESEL EQUIPMENT OPERATOR	57C 59J	6690 7168	7063 7568	7457 7990	7873 8436	8312 8906
B723	2	LEAD FACILITIES MAINTENANCE MECHANIC	61E 63L	7494 8029	7912 8477	8353 8950	8819 9449	9311 9976
B688	5	LEAD GROUNDS MAINTENANCE WORKER	47C 49J	5101 5466	5386 5770	5685 6092	6003 6432	6337 6790

B718	1	LEAD HEAVY EQUIPMENT MECHANIC	62F 65A	7719 8271	8149 8732	8603 9219	9083 9733	9590 10276
B651	35	LEAD MAINTENANCE & CONSTRUCTION WORKER	57E 59L	6724 7203	7098 7605	7494 8029	7912 8477	8353 8950
B746	1	LEAD MACHINIST	59G 62B	7133 7643	7531 8069	7951 8519	8394 8994	8862 9496
B764	3	LEAD PAINTER	58C 60J	6874 7366	7257 7777	7662 8211	8089 8669	8540 9152
B811	7	LEAD SITE MAINTENANCE WORKER	44C 46J	4702 5039	4965 5320	5242 5616	5533 5929	5842 6260
B698	10	LEAD STATIONARY MECHANIC	61E 63L	7494 8029	7912 8477	8353 8950	8819 9449	9311 9976
B754	4	LEAD WELDER	59G 62B	7133 7643	7531 8069	7951 8519	8394 8994	8862 9496
B748	4	MACHINIST	55G 58B	6400 6857	6757 7239	7133 7643	7531 8069	7951 8519
B749		MACHINIST APPRENTICE II	50G 53B	5588 5988	5900 6322	6229 6674	6576 7046	6943 7439
B750		MACHINIST APPRENTICE I	42A 44G	4432 4749	4679 5014	4940 5294	5216 5588	5506 5900
B654	140	MAINTENANCE & CONSTRUCTION WORKER II	48J 51D	5320 5700	5616 6018	5929 6353	6260 6707	6608 7081
B656		MAINTENANCE & CONSTRUCTION WORKER I	44J 47D	4773 5114	5039 5399	5320 5700	5616 6018	5929 6353
B627	2	MOTOR SWEEPER OPERATOR I	42J 45D	4521 4844	4773 5114	5039 5399	5320 5700	5616 6018
B626	1	MOTOR SWEEPER OPERATOR II	49J 52D	5466 5857	5770 6183	6092 6528	6432 6891	6790 7275
B768	12	PAINTER	54C 56J	6168 6608	6511 6977	6874 7366	7257 7777	7662 8211
B769		PAINTER APPRENTICE II	50G 53B	5588 5988	5900 6322	6229 6674	6576 7046	6943 7439
B770		PAINTER APPRENTICE I	42A 44G	4432 4749	4679 5014	4940 5294	5216 5588	5506 5900
B612	15	POWER EQUIPMENT OPERATOR III	59F 62A	7116 7624	7513 8049	7932 8498	8374 8972	8841 9472
B613		POWER EQUIPMENT OPERATOR II	57F 60A	6740 7221	7116 7624	7513 8049	7932 8498	8374 8972
B614		POWER EQUIPMENT OPERATOR TRAINEE II	46G 49B	5014 5372	5294 5671	5588 5988	5900 6322	6229 6674
B615		POWER EQUIPMENT OPERATOR TRAINEE I	42G 45B	4499 4820	4749 5089	5014 5372	5294 5671	5588 5988

B662	16	PUMPING PLANT OPERATOR	51A 53G	5657 6062	5973 6400	6306 6757	6657 7133	7028 7531
B634	0	REFUSE OPERATIONS HELPER	40E 42L	4240 4543	4476 4796	4726 5064	4989 5346	5268 5643
B635	10	REFUSE SITE ATTENDANT	36L 39F	3863 4137	4076 4367	4303 4611	4543 4868	4796 5140
B668	2	RESEARCH MAINTENANCE WORKER II	53E 55L	6033 6463	6369 6823	6724 7203	7098 7605	7494 8029
B670		RESEARCH MAINTENANCE WORKER I	48J 51D	5320 5700	5616 6018	5929 6353	6260 6707	6608 7081
B802	1	SENIOR BOAT CAPTAIN	63A 65G	7834 8394	8271 8862	8732 9356	9219 9878	9733 10429
B706	2	SENIOR COMPOST ELECTRICAL & INSTRUMENTATION TECHNICIAN	59G 62B	7133 7643	7531 8069	7951 8519	8394 8994	8862 9496
B708	27	SENIOR ELECTRICAL & INSTRUMENTATION TECHNICIAN	63C 65J	7873 8436	8312 8906	8776 9403	9265 9927	9782 10481
B689	7	SENIOR GROUNDS MAINTENANCE WORKER	44F 47A	4738 5076	5002 5359	5281 5657	5575 5973	5886 6306
B719	1	SENIOR HEAVY EQUIPMENT MECHANIC	61F 64A	7513 8049	7932 8498	8374 8972	8841 9472	9334 10000
B747	1	SENIOR MACHINIST	57G 60B	6757 7239	7133 7643	7531 8069	7951 8519	8394 8994
B652	40	SENIOR MAINTENANCE & CONSTRUCTION WORKER	53E 55L	6033 6463	6369 6823	6724 7203	7098 7605	7494 8029
B766	2	SENIOR PAINTER	56C 58J	6511 6977	6874 7366	7257 7777	7662 8211	8089 8669
B610	4	SENIOR POWER EQUIPMENT OPERATOR	61F 64A	7513 8049	7932 8498	8374 8972	8841 9472	9334 10000
B661	6	SENIOR PUMPING PLANT OPERATOR	54A 56G	6137 6576	6479 6943	6840 7330	7221 7739	7624 8171
B666	2	SENIOR RESEARCH MAINTENANCE WORKER	57E 59L	6724 7203	7098 7605	7494 8029	7912 8477	8353 8950
B700	15	SENIOR STATIONARY MECHANIC	59E 61L	7098 7605	7494 8029	7912 8477	8353 8950	8819 9449
B604	3	SENIOR WEIGHSCALE OPERATOR I	48D 50K	5255 5630	5547 5944	5857 6275	6183 6625	6528 6994
B602	4	SENIOR WEIGHSCALE OPERATOR II	50D 52K	5547 5944	5857 6275	6183 6625	6528 6994	6891 7384
B756	4	SENIOR WELDER	57G 60B	6757 7239	7133 7643	7531 8069	7951 8519	8394 8994
B619	4	SEWERAGE SYSTEMS VACUUM TRUCK DRIVER	51J 54D	5770 6183	6092 6528	6432 6891	6790 7275	7168 7681

B812	17	SITE MAINTENANCE WORKER	29H 32C	3179 3404	3354 3590	3538 3789	3733 3997	3939 4219
B621	2	SOLID WASTE OPERATIONS COORDINATOR I	53E 55L	6033 6463	6369 6823	6724 7203	7098 7605	7494 8029
B620	6	SOLID WASTE OPERATIONS COORDINATOR II	56J 59D	6608 7081	6977 7476	7366 7893	7777 8333	8211 8798
B702	60	STATIONARY MECHANIC	57E 59L	6724 7203	7098 7605	7494 8029	7912 8477	8353 8950
B703		STATIONARY MECHANIC APPRENTICE II	52G 55B	5900 6322	6229 6674	6576 7046	6943 7439	7330 7854
B704		STATIONARY MECHANIC APPRENTICE I	48J 51D	5320 5700	5616 6018	5929 6353	6260 6707	6608 7081
B788	18	STOCK CLERK	42D 44K	4465 4785	4714 5051	4977 5333	5255 5630	5547 5944
B640	135	TREATMENT PLANT OPERATOR I	55F 58A	6385 6840	6740 7221	7116 7624	7513 8049	7932 8498
B642		ASSISTANT TREATMENT PLANT OPERATOR	53G 56B	6062 6495	6400 6857	6757 7239	7133 7643	7531 8069
B638	62	TREATMENT PLANT OPERATOR II	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
B622	12	TRUCK DRIVER	50J 53D	5616 6018	5929 6353	6260 6707	6608 7081	6977 7476
B623		TRUCK DRIVER TRAINEE	40E 42L	4240 4543	4476 4796	4726 5064	4989 5346	5268 5643
B809	19	UTILITY EQUIPMENT OPERATOR II	37K 40E	3958 4240	4178 4476	4410 4726	4656 4989	4916 5268
B810		UTILITY EQUIPMENT OPERATOR I	34L 37F	3660 3920	3863 4137	4076 4367	4303 4611	4543 4868
B783	3	WAREHOUSE COORDINATOR	48D 50K	5255 5630	5547 5944	5857 6275	6183 6625	6528 6994
B633	6	WATER TRUCK DRIVER	42G 45B	4499 4820	4749 5089	5014 5372	5294 5671	5588 5988
B606	10	WEIGHSCALE OPERATOR	46D 48K	4977 5333	5255 5630	5547 5944	5857 6275	6183 6625
B608		WEIGHSCALE OPERATOR TRAINEE	40E 42L	4240 4543	4476 4796	4726 5064	4989 5346	5268 5643
B758	13	WELDER	55G 58B	6400 6857	6757 7239	7133 7643	7531 8069	7951 8519
B759		WELDER APPRENTICE II	50G 53B	5588 5988	5900 6322	6229 6674	6576 7046	6943 7439
B760		WELDER APPRENTICE I	42A 44G	4432 4749	4679 5014	4940 5294	5216 5588	5506 5900

CONFIDENTIAL UNIT

C208	1	ADMINISTRATIVE AIDE I	49E 51L	5412 5799	5714 6122	6033 6463	6369 6823	6724 7203
C207	3	ADMINISTRATIVE AIDE II	51E 53L	5714 6122	6033 6463	6369 6823	6724 7203	7098 7605
C212	8	ADMINISTRATIVE SECRETARY	52F 55A	5886 6306	6214 6657	6560 7028	6925 7420	7311 7834
C204	0	ASSISTANT PAYROLL SUPERVISOR	52K 55E	5944 6369	6275 6724	6625 7098	6994 7494	7384 7912
C221	1	CLERICAL ASSISTANT	32L 35F	3470 3715	3660 3920	3863 4137	4076 4367	4303 4611
C209	1	DEPUTY SECRETARY TO BOARDS OF DIRECTORS	55B 57H	6322 6773	6674 7151	7046 7550	7439 7971	7854 8416
C200	10	HUMAN RESOURCES ANALYST III	61K 64E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099
C201		HUMAN RESOURCES ANALYST II	57K 60E	6807 7293	7186 7700	7587 8129	8010 8582	8457 9061
C202		HUMAN RESOURCES ANALYST I	52K 55E	5944 6369	6275 6724	6625 7098	6994 7494	7384 7912
C215	5	HUMAN RESOURCES CLERK II	44D 46K	4714 5051	4977 5333	5255 5630	5547 5944	5857 6275
C216		HUMAN RESOURCES CLERK I	42D 44K	4465 4785	4714 5051	4977 5333	5255 5630	5547 5944
C205	1	INSURANCE AND CLAIMS COORDINATOR	55J 58D	6432 6891	6790 7275	7168 7681	7568 8109	7990 8561
C203	0	PAYROLL SUPERVISOR	60E 62L	7293 7815	7700 8251	8129 8711	8582 9197	9061 9710
C213	1	SECRETARY II	46E 48L	4989 5346	5268 5643	5561 5958	5871 6291	6198 6641
C214		SECRETARY I	42E 44L	4476 4796	4726 5064	4989 5346	5268 5643	5561 5958
C211	1	SECRETARY TO THE ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	54F 57A	6214 6657	6560 7028	6925 7420	7311 7834	7719 8271
C210	1	SECRETARY TO THE CHIEF ENGINEER AND GENERAL MANAGER	59B 61H	7046 7550	7439 7971	7854 8416	8292 8885	8754 9381
C198	1	SENIOR HUMAN RESOURCES ANALYST	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662

C217	1	SENIOR TYPIST CLERK	42L	4543	4796	5064	5346	5643	
			45F	4868	5140	5426	5728	6048	
C218			INTERMEDIATE TYPIST CLERK	40L	4303	4543	4796	5064	5346
				43F	4611	4868	5140	5426	5728
C219		TYPIST CLERK II	38L	4076	4303	4543	4796	5064	
			41F	4367	4611	4868	5140	5426	
C220		TYPIST CLERK I	36L	3863	4076	4303	4543	4796	
			39F	4137	4367	4611	4868	5140	
C199	4	SUPERVISING HUMAN RESOURCES ANALYST	69B	9242	9757	10301	10875	11481	
			71H	9904	10456	11039	11655	12305	
<u>ENERGY RECOVERY UNIT</u>									
E856	0	POWER PLANT ATTENDANT	41K	4410	4656	4916	5191	5479	
			44E	4726	4989	5268	5561	5871	
E854	3	POWER PLANT OPERATIONS ASSISTANT	52A	5813	6137	6479	6840	7221	
			54G	6229	6576	6943	7330	7739	
E852	6	POWER PLANT OPERATOR I	56A	6479	6840	7221	7624	8049	
			58G	6943	7330	7739	8171	8627	
E850	6	POWER PLANT OPERATOR II	59C	7063	7457	7873	8312	8776	
			61J	7568	7990	8436	8906	9403	
E848	5	SENIOR POWER PLANT OPERATOR I	61C	7457	7873	8312	8776	9265	
			63J	7990	8436	8906	9403	9927	
<u>MANAGEMENT</u>									
M102	1	ASSISTANT CHIEF ENGINEER AND ASSISTANT GENERAL MANAGER	100B	21431	22610	23855	25167	26551	
			100K	21864	23067	24335	25674	27086	
M110	6	ASSISTANT DEPARTMENTAL ENGINEER	87J	15345	16212	17128	18070	19064	
			90D	16457	17386	18342	19351	20415	
M116	1	ASSISTANT HUMAN RESOURCES MANAGER	76E	11257	11885	12548	13248	13990	
			78L	12065	12738	13448	14200	15003	
M122	1	ASSISTANT MANAGER OF LABORATORIES	77K	11713	12366	13056	13784	14560	
			80E	12548	13248	13990	14781	15617	
M119	1	BUDGET MANAGER	81E	12894	13613	14380	15193	16051	
			83L	13815	14596	15422	16293	17213	
M115	1	CHIEF ACCOUNTANT	83E	13613	14380	15193	16051	16958	
			85L	14596	15422	16293	17213	18160	
M101	1	CHIEF ENGINEER AND GENERAL MANAGER	106A	25103	26484	27940	29477	31098	
			106J	25610	27019	28505	30072	31726	
M127	1	CHIEF INFORMATION OFFICER	87J	15345	16212	17128	18070	19064	
			90D	16457	17386	18342	19351	20415	
M178	1	COMPOST FACILITY SUPERINTENDENT	64B	8069	8519	8994	9496	10026	
			66H	8648	9130	9639	10177	10745	
M104	6	DEPARTMENTAL ENGINEER	94B	18252	19255	20314	21431	22610	
			94K	18620	19644	20724	21864	23067	

M117	20	DIVISION ENGINEER II	83E	13613	14380	15193	16051	16958
			85L	14596	15422	16293	17213	18160
M118		DIVISION ENGINEER I	81E	12894	13613	14380	15193	16051
			83L	13815	14596	15422	16293	17213
M160	1	ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	70D	9542	10074	10636	11229	11855
			72K	10227	10797	11399	12035	12706
M153	1	ENERGY RECOVERY OPERATIONS AND MAINTENANCE SUPERINTENDENT	73D	10354	10931	11540	12184	12863
			75K	11094	11713	12366	13056	13784
M151	1	ENERGY RECOVERY SUPERINTENDENT II	71D	9807	10354	10931	11540	12184
			73K	10508	11094	11713	12366	13056
M126	1	ENVIRONMENTAL HEALTH AND SAFETY MANAGER	81E	12894	13613	14380	15193	16051
			83L	13815	14596	15422	16293	17213
M176	1	FLEET MANAGER	73D	10354	10931	11540	12184	12863
			75K	11094	11713	12366	13056	13784
M108	1	HUMAN RESOURCES MANAGER	92B	17300	18252	19255	20314	21431
			92K	17649	18620	19644	20724	21864
M120	1	INFORMATION TECHNOLOGY MANAGER	81E	12894	13613	14380	15193	16051
			83L	13815	14596	15422	16293	17213
M111	1	JOINT WATER POLLUTION CONTROL PLANT MANAGER	87J	15345	16212	17128	18070	19064
			90D	16457	17386	18342	19351	20415
M125	1	LEGISLATIVE PROGRAMS MANAGER	81E	12894	13613	14380	15193	16051
			83L	13815	14596	15422	16293	17213
M121	1	MANAGER OF LABORATORIES	81E	12894	13613	14380	15193	16051
			83L	13815	14596	15422	16293	17213
M137	1	PURCHASING MANAGER	71C	9782	10328	10904	11512	12154
			73J	10481	11066	11683	12335	13023
M148	3	REFUSE SITE SUPERINTENDENT I	67J	8906	9403	9927	10481	11066
			70D	9542	10074	10636	11229	11855
M146	3	REFUSE SITE SUPERINTENDENT II	71D	9807	10354	10931	11540	12184
			73K	10508	11094	11713	12366	13056
M145	1	REFUSE SITE SUPERINTENDENT III	72H	10177	10745	11344	11977	12645
			75C	10904	11512	12154	12832	13548
M140	1	SECRETARY TO THE BOARDS OF DIRECTORS	69A	9219	9733	10276	10849	11454
			71G	9878	10429	11011	11625	12273
M147	1	SOLID WASTE MAINTENANCE SUPERINTENDENT	71D	9807	10354	10931	11540	12184
			73K	10508	11094	11713	12366	13056
M144	1	SOLID WASTE OPERATIONS SUPERINTENDENT	74F	10690	11286	11915	12579	13281
			77A	11454	12093	12767	13479	14236
M123	1	SUPERINTENDENT OF JWPCP LABORATORY	74L	10824	11428	12065	12738	13448
			77F	11598	12245	12928	13649	14416
M163	1	SUPERINTENDENT OF JWPCP MAINTENANCE	72H	10177	10745	11344	11977	12645
			75C	10904	11512	12154	12832	13548

M164	1	SUPERINTENDENT OF JWPCP OPERATIONS	74B 76H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095	
M156	1	SUPERINTENDENT OF WASTEWATER COLLECTION SYSTEM OPERATIONS AND MAINTENANCE	74B 76H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095	
M165	2	SUPERINTENDENT OF WATER RECLAMATION PLANT OPERATIONS	74B 76H	10585 11344	11175 11977	11798 12645	12456 13350	13151 14095	
M172	2	SUPERINTENDENT OF WATER RECLAMATION PLANTS MAINTENANCE	71D 73K	9807 10508	10354 11094	10931 11713	11540 12366	12184 13056	
<u>PROFESSIONAL UNIT</u>									
A384	7	ACCOUNTANT II	55L	6463	6823	7203	7605	8029	
			58F	6925	7311	7719	8149	8603	
A385		ACCOUNTANT I	51L 54F	5799 6214	6122 6560	6463 6925	6823 7311	7203 7719	
A354	8	BIOLOGIST II	60G	7330	7739	8171	8627	9108	
			63B	7854	8292	8754	9242	9757	
A355		BIOLOGIST I	56G 59B	6576 7046	6943 7439	7330 7854	7739 8292	8171 8754	
A386	5	BUDGET ANALYST	59L 62F	7203 7719	7605 8149	8029 8603	8477 9083	8950 9590	
A344	22	CHEMIST II	60G	7330	7739	8171	8627	9108	
			63B	7854	8292	8754	9242	9757	
A345		CHEMIST I	56G 59B	6576 7046	6943 7439	7330 7854	7739 8292	8171 8754	
A391	1	CYBERSECURITY COORDINATOR	73K 76E	10508 11257	11094 11885	11713 12548	12366 13248	13056 13990	
A319	1	ENGINEERING GEOLOGIST	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548	
A328	4	ENVIRONMENTAL PLANNER III	63K	8010	8457	8929	9427	9953	
			66E	8582	9061	9566	10099	10662	
A329			ENVIRONMENTAL PLANNER II	59K	7186	7587	8010	8457	8929
	62E	7700		8129	8582	9061	9566		
A330		ENVIRONMENTAL PLANNER I	55K 58E	6448 6908	6807 7293	7186 7700	7587 8129	8010 8582	
A320	11	ENVIRONMENTAL SCIENTIST	69K	9427	9953	10508	11094	11713	
			72E	10099	10662	11257	11885	12548	
A322			ASSOCIATE ENVIRONMENTAL SCIENTIST III	67K	8929	9427	9953	10508	11094
				70E	9566	10099	10662	11257	11885
A324		ASSOCIATE ENVIRONMENTAL SCIENTIST II	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662	
A326		ASSOCIATE ENVIRONMENTAL SCIENTIST I	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566	
A390	3	FINANCIAL ANALYST	63L 66F	8029 8603	8477 9083	8950 9590	9449 10125	9976 10690	

A394	1	GIS ANALYST III	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
A393		GIS ANALYST II	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
A392		GIS ANALYST I	55K 58E	6448 6908	6807 7293	7186 7700	7587 8129	8010 8582
A369	7	HEALTH AND SAFETY ANALYST II	61K 64E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099
A370		HEALTH AND SAFETY ANALYST I	57K 60E	6807 7293	7186 7700	7587 8129	8010 8582	8457 9061
A371		HEALTH AND SAFETY TRAINEE	55K 58E	6448 6908	6807 7293	7186 7700	7587 8129	8010 8582
A368	1	INDUSTRIAL HYGIENIST	62K 65E	7796 8353	8231 8819	8690 9311	9175 9830	9687 10378
A382	1	INTERNAL AUDITOR	61K 64E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099
A335	0	LEGISLATIVE ANALYST III	61K 64E	7587 8129	8010 8582	8457 9061	8929 9566	9427 10099
A336		LEGISLATIVE ANALYST II	57K 60E	6807 7293	7186 7700	7587 8129	8010 8582	8457 9061
A337		LEGISLATIVE ANALYST I	55K 58E	6448 6908	6807 7293	7186 7700	7587 8129	8010 8582
A333	1	LEGISLATIVE ANALYST SPECIALIST	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
A332	0	LEGISLATIVE AND REGULATORY LIAISON	77K 80E	11713 12548	12366 13248	13056 13990	13784 14781	14560 15617
A364	8	MICROBIOLOGIST II	60G 63B	7330 7854	7739 8292	8171 8754	8627 9242	9108 9757
A365		MICROBIOLOGIST I	56G 59B	6576 7046	6943 7439	7330 7854	7739 8292	8171 8754
A379	10	PROGRAMMER ANALYST III	58J 61D	6977 7476	7366 7893	7777 8333	8211 8798	8669 9289
A380		PROGRAMMER ANALYST II	56J 59D	6608 7081	6977 7476	7366 7893	7777 8333	8211 8798
A381		PROGRAMMER ANALYST I	54J 57D	6260 6707	6608 7081	6977 7476	7366 7893	7777 8333
A389	1	PUBLIC AFFAIRS SPECIALIST III	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
A388		PUBLIC AFFAIRS SPECIALIST II	55K 58E	6448 6908	6807 7293	7186 7700	7587 8129	8010 8582
A387		PUBLIC AFFAIRS SPECIALIST I	51K 54E	5785 6198	6107 6544	6448 6908	6807 7293	7186 7700

A331	2	RECYCLING COORDINATOR	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A341	3	RESEARCH SCIENTIST I	64C 66J	8089 8669	8540 9152	9016 9662	9519 10201	10050 10770
A340	3	RESEARCH SCIENTIST II	66D 68K	8561 9175	9038 9687	9542 10227	10074 10797	10636 11399
A383	2	SENIOR ACCOUNTANT	60K 63E	7384 7912	7796 8353	8231 8819	8690 9311	9175 9830
A352	5	SENIOR BIOLOGIST	63E 65L	7912 8477	8353 8950	8819 9449	9311 9976	9830 10532
A342	13	SENIOR CHEMIST	63E 65L	7912 8477	8353 8950	8819 9449	9311 9976	9830 10532
A300	200	SENIOR ENGINEER	73K 76E	10508 11257	11094 11885	11713 12548	12366 13248	13056 13990
A302		CIVIL ENGINEER	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A304		ELECTRICAL ENGINEER	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A306		MECHANICAL ENGINEER	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A308		INSTRUMENTATION ENGINEER	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A310		ENGINEERING ASSOCIATE III	67K 70E	8929 9566	9427 10099	9953 10662	10508 11257	11094 11885
A312		ENGINEERING ASSOCIATE II	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
A314		ENGINEERING ASSOCIATE I	59K 62E	7186 7700	7587 8129	8010 8582	8457 9061	8929 9566
A318		2	SENIOR ENVIRONMENTAL SCIENTIST	73K 76E	10508 11257	11094 11885	11713 12548	12366 13248
A377	2	SENIOR GEOGRAPHICAL INFORMATION SYSTEM ANALYST	65K 68E	8457 9061	8929 9566	9427 10099	9953 10662	10508 11257
A362	2	SENIOR MICROBIOLOGIST	63E 65L	7912 8477	8353 8950	8819 9449	9311 9976	9830 10532
A378	1	SENIOR PROGRAMMER ANALYST	60A 62G	7221 7739	7624 8171	8049 8627	8498 9108	8972 9616
A372	20	SENIOR SYSTEMS ANALYST	69K 72E	9427 10099	9953 10662	10508 11257	11094 11885	11713 12548
A374	20	SYSTEMS ANALYST II	65D 67K	8333 8929	8798 9427	9289 9953	9807 10508	10354 11094
A376		SYSTEMS ANALYST I	61D 63K	7476 8010	7893 8457	8333 8929	8798 9427	9289 9953

A338	1	WASTEWATER PROJECT COST ANALYST	63K 66E	8010 8582	8457 9061	8929 9566	9427 10099	9953 10662
<u>PROFESSIONAL SUPERVISORY UNIT</u>								
P230	1	ACCOUNTING SERVICES SUPERVISOR	75K 78E	11094 11885	11713 12548	12366 13248	13056 13990	13784 14781
P235	1	ENVIRONMENTAL HEALTH AND SAFETY SUPERVISOR	75K 78E	11094 11885	11713 12548	12366 13248	13056 13990	13784 14781
P234	3	INFORMATION TECHNOLOGY SUPERVISOR	75K 78E	11094 11885	11713 12548	12366 13248	13056 13990	13784 14781
P244	2	LABORATORY SUPERVISOR I	68A 70G	8972 9616	9472 10152	10000 10718	10558 11316	11147 11947
P242	3	LABORATORY SUPERVISOR II	72D 74K	10074 10797	10636 11399	11229 12035	11855 12706	12516 13415
P233	1	PUBLIC INFORMATION SUPERVISOR	77K 80E	11713 12548	12366 13248	13056 13990	13784 14781	14560 15617
P249	2	SUPERVISING ACCOUNTANT	65C 67J	8312 8906	8776 9403	9265 9927	9782 10481	10328 11066
P237	1	SUPERVISING BUDGET ANALYST	69C 71J	9265 9927	9782 10481	10328 11066	10904 11683	11512 12335
P224	45	SUPERVISING ENGINEER II	77K 80E	11713 12548	12366 13248	13056 13990	13784 14781	14560 15617
P226		SUPERVISING ENGINEER I	75K 78E	11094 11885	11713 12548	12366 13248	13056 13990	13784 14781
P232	1	SUPERVISING ENVIRONMENTAL SCIENTIST	75K 78E	11094 11885	11713 12548	12366 13248	13056 13990	13784 14781
P231	1	SUPERVISING INTERNAL AUDITOR	69J 72D	9403 10074	9927 10636	10481 11229	11066 11855	11683 12516
P246	13	SUPERVISING SCIENTIST	66H 69C	8648 9265	9130 9782	9639 10328	10177 10904	10745 11512
P236	5	SUPERVISING SYSTEMS ANALYST	73K 76E	10508 11257	11094 11885	11713 12548	12366 13248	13056 13990
<u>SUPERVISORY UNIT</u>								
S272	1	ASSISTANT ELECTRICAL AND INSTRUMENTATION SUPERINTENDENT	67H 70C	8885 9519	9381 10050	9904 10610	10456 11202	11039 11827
S257	3	ASSISTANT SUPERINTENDENT OF TREATMENT PLANT OPERATIONS	69A 71G	9219 9878	9733 10429	10276 11011	10849 11625	11454 12273
S290	1	CUSTOMER SERVICE SUPERVISOR	57H 60C	6773 7257	7151 7662	7550 8089	7971 8540	8416 9016
S256	2	FLEET AND FACILITIES EQUIPMENT SUPERVISOR	65K 68E	8457 9061	8929 9566	9427 10099	9953 10662	10508 11257
S263	1	GENERAL SERVICES AND FACILITIES SUPERVISOR	62G 65B	7739 8292	8171 8754	8627 9242	9108 9757	9616 10301
S286	1	INDUSTRIAL WASTE SURCHARGE SUPERVISOR	60H 63C	7348 7873	7758 8312	8191 8776	8648 9265	9130 9782

S295	1	RECORDS ADMINISTRATOR	59H 62C	7151 7662	7550 8089	7971 8540	8416 9016	8885 9519
S285	1	REVENUE COLLECTION SUPERVISOR	62H 65C	7758 8312	8191 8776	8648 9265	9130 9782	9639 10328
S253	1	SOLID WASTE MAINTENANCE SUPERVISOR	62G 65B	7739 8292	8171 8754	8627 9242	9108 9757	9616 10301
S252	4	SOLID WASTE OPERATIONS SUPERVISOR I	61D 63K	7476 8010	7893 8457	8333 8929	8798 9427	9289 9953
S251	4	SOLID WASTE OPERATIONS SUPERVISOR II	62J 65D	7777 8333	8211 8798	8669 9289	9152 9807	9662 10354
S278	5	SUPERVISING CONSTRUCTION INSPECTOR	69B 71H	9242 9904	9757 10456	10301 11039	10875 11655	11481 12305
S279	5	SUPERVISING DESIGNER	68A 70G	8972 9616	9472 10152	10000 10718	10558 11316	11147 11947
S281	12	SUPERVISING ENGINEERING TECHNICIAN I	60J 63D	7366 7893	7777 8333	8211 8798	8669 9289	9152 9807
S280	2	SUPERVISING ENGINEERING TECHNICIAN II	62J 65D	7777 8333	8211 8798	8669 9289	9152 9807	9662 10354
S276	3	SUPERVISING INDUSTRIAL WASTE INSPECTOR I	62D 64K	7681 8231	8109 8690	8561 9175	9038 9687	9542 10227
S275	1	SUPERVISING INDUSTRIAL WASTE INSPECTOR II	65E 67L	8353 8950	8819 9449	9311 9976	9830 10532	10378 11119
S282	2	SUPERVISING INFORMATION TECHNOLOGY TECHNICIAN	64D 66K	8109 8690	8561 9175	9038 9687	9542 10227	10074 10797
S287	1	SUPERVISING LAND SURVEYOR	68A 70G	8972 9616	9472 10152	10000 10718	10558 11316	11147 11947
S294	1	SUPERVISOR OF ACCOUNTS PAYABLE	56H 59C	6592 7063	6960 7457	7348 7873	7758 8312	8191 8776
S283	1	SUPERVISOR OF COMPUTER OPERATIONS	62D 64K	7681 8231	8109 8690	8561 9175	9038 9687	9542 10227
S288	1	SUPERVISOR OF DESIGN TECHNOLOGY	70A 72G	9472 10152	10000 10718	10558 11316	11147 11947	11769 12613
S274	12	SUPERVISOR OF ELECTRICAL AND INSTRUMENTATION REPAIR	65H 68C	8416 9016	8885 9519	9381 10050	9904 10610	10456 11202
S268	2	SUPERVISOR OF ENERGY RECOVERY PLANT MAINTENANCE	64G 67B	8171 8754	8627 9242	9108 9757	9616 10301	10152 10875
S277	1	SUPERVISOR OF HAZARD WASTE MONITORING	65E 67L	8353 8950	8819 9449	9311 9976	9830 10532	10378 11119
S266	1	SUPERVISOR OF PUMPING PLANT OPERATIONS AND MAINTENANCE	64H 67C	8191 8776	8648 9265	9130 9782	9639 10328	10177 10904
S293	1	SUPERVISOR OF PURCHASING	60H 63C	7348 7873	7758 8312	8191 8776	8648 9265	9130 9782

S296	1	SUPERVISOR OF RECORDS AND REPRODUCTION	50H 53C	5602 6003	5915 6337	6245 6690	6592 7063	6960 7457
S262	3	SUPERVISOR OF SEWER MAINTENANCE	62G 65B	7739 8292	8171 8754	8627 9242	9108 9757	9616 10301
S260	9	SUPERVISOR OF TREATMENT PLANT MAINTENANCE	64G 67B	8171 8754	8627 9242	9108 9757	9616 10301	10152 10875
S258	18	SUPERVISOR OF TREATMENT PLANT OPERATIONS	66G 69B	8627 9242	9108 9757	9616 10301	10152 10875	10718 11481
<u>TECHNICIAN SUPPORT UNIT</u>								
T567	6	ASSET MANAGEMENT TECHNICIAN II	60G	7330	7739	8171	8627	9108
			63B	7854	8292	8754	9242	9757
T568		ASSET MANAGEMENT TECHNICIAN I	56G 59B	6576 7046	6943 7439	7330 7854	7739 8292	8171 8754
T471	1	COMPOST ENGINEERING TECHNICIAN III	46E 48L	4989 5346	5268 5643	5561 5958	5871 6291	6198 6641
T470		COMPOST ENGINEERING TECHNICIAN II	41H 44C	4389 4702	4634 4965	4892 5242	5165 5533	5453 5842
T469		COMPOST ENGINEERING TECHNICIAN I	37E 39L	3910 4188	4127 4421	4356 4668	4599 4928	4856 5203
T556	2	CONSTRUCTION COST ESTIMATOR	63J 66D	7990 8561	8436 9038	8906 9542	9403 10074	9927 10636
T544	34	CONSTRUCTION INSPECTOR III	60A 62G	7221 7739	7624 8171	8049 8627	8498 9108	8972 9616
T545		CONSTRUCTION INSPECTOR II	56E 58L	6544 7011	6908 7402	7293 7815	7700 8251	8129 8711
T546		CONSTRUCTION INSPECTOR I	52J 55D	5929 6353	6260 6707	6608 7081	6977 7476	7366 7893
T420	31	DESIGNER III	60K 63E	7384 7912	7796 8353	8231 8819	8690 9311	9175 9830
T422		DESIGNER II	58K 61E	6994 7494	7384 7912	7796 8353	8231 8819	8690 9311
T424		DESIGNER I	56H 59C	6592 7063	6960 7457	7348 7873	7758 8312	8191 8776
T416	3	DESIGN TECHNOLOGY SPECIALIST II	60K 63E	7384 7912	7796 8353	8231 8819	8690 9311	9175 9830
T417		DESIGN TECHNOLOGY SPECIALIST I	58K 61E	6994 7494	7384 7912	7796 8353	8231 8819	8690 9311
T453	2	PLANNING DRAFTING TECHNICIAN III	56H 59C	6592 7063	6960 7457	7348 7873	7758 8312	8191 8776
T454		PLANNING DRAFTING TECHNICIAN II	51D 53K	5700 6107	6018 6448	6353 6807	6707 7186	7081 7587
T456		PLANNING DRAFTING TECHNICIAN I	45C 47J	4832 5178	5101 5466	5386 5770	5685 6092	6003 6432

T465	66	ENGINEERING TECHNICIAN III	53H 56C	6077 6511	6416 6874	6773 7257	7151 7662	7550 8089
T466		ENGINEERING TECHNICIAN II	48L 51F	5346 5728	5643 6048	5958 6385	6291 6740	6641 7116
T468		ENGINEERING TECHNICIAN I	44H 47C	4761 5101	5027 5386	5307 5685	5602 6003	5915 6337
T490	1	GRAPHIC ARTIST II	53D 55K	6018 6448	6353 6807	6707 7186	7081 7587	7476 8010
T491		GRAPHIC ARTIST I	51D 53K	5700 6107	6018 6448	6353 6807	6707 7186	7081 7587
T489	2	GRAPHIC ARTIST SPECIALIST	55D 57K	6353 6807	6707 7186	7081 7587	7476 8010	7893 8457
T487	1	GRAPHICS PRODUCTION COORDINATOR	59J 62D	7168 7681	7568 8109	7990 8561	8436 9038	8906 9542
T534	26	INDUSTRIAL WASTE INSPECTOR II	56C 58J	6511 6977	6874 7366	7257 7777	7662 8211	8089 8669
T536		INDUSTRIAL WASTE INSPECTOR I	52C 54J	5842 6260	6168 6608	6511 6977	6874 7366	7257 7777
T571	1	INDUSTRIAL WASTE PRETREATMENT COMPUTER SYSTEM ADMINISTRATOR	58H 61C	6960 7457	7348 7873	7758 8312	8191 8776	8648 9265
T561	16	INFORMATION TECHNOLOGY TECHNICIAN III	57D 59K	6707 7186	7081 7587	7476 8010	7893 8457	8333 8929
T562		INFORMATION TECHNOLOGY TECHNICIAN II	54D 56K	6183 6625	6528 6994	6891 7384	7275 7796	7681 8231
T564		INFORMATION TECHNOLOGY TECHNICIAN I	50D 52K	5547 5944	5857 6275	6183 6625	6528 6994	6891 7384
T528	1	LABORATORY ATTENDANT	37D 39K	3901 4178	4117 4410	4345 4656	4588 4916	4844 5191
T570	1	LABORATORY INFORMATION MANAGEMENT SYSTEM ADMINISTRATOR	63D 65K	7893 8457	8333 8929	8798 9427	9289 9953	9807 10508
T524	85	LABORATORY TECHNICIAN II	50J 53D	5616 6018	5929 6353	6260 6707	6608 7081	6977 7476
T526		LABORATORY TECHNICIAN I	47J 50D	5178 5547	5466 5857	5770 6183	6092 6528	6432 6891
T475	3	LAND SURVEY TECHNICIAN	57K 60E	6807 7293	7186 7700	7587 8129	8010 8582	8457 9061
T421	9	PROJECT DESIGNER	62K 65E	7796 8353	8231 8819	8690 9311	9175 9830	9687 10378
T458	1	PUBLIC COUNTER COORDINATOR	56H 59C	6592 7063	6960 7457	7348 7873	7758 8312	8191 8776

T483	4	REAL PROPERTY AGENT II	62J	7777	8211	8669	9152	9662
			65D	8333	8798	9289	9807	10354
T484		REAL PROPERTY AGENT I	60H	7348	7758	8191	8648	9130
			63C	7873	8312	8776	9265	9782
T415	2	SENIOR COMPUTER AIDED DRAFTING SUPPORT SPECIALIST	62K	7796	8231	8690	9175	9687
			65E	8353	8819	9311	9830	10378
T542	6	SENIOR CONSTRUCTION INSPECTOR	64A	8049	8498	8972	9472	10000
			66G	8627	9108	9616	10152	10718
T464	19	SENIOR ENGINEERING TECHNICIAN	57H	6773	7151	7550	7971	8416
			60C	7257	7662	8089	8540	9016
T532	7	SENIOR INDUSTRIAL WASTE INSPECTOR	60C	7257	7662	8089	8540	9016
			62J	7777	8211	8669	9152	9662
T560	5	SENIOR INFORMATION TECHNOLOGY TECHNICIAN	60D	7275	7681	8109	8561	9038
			62K	7796	8231	8690	9175	9687
T522	22	SENIOR LABORATORY TECHNICIAN	55J	6432	6790	7168	7568	7990
			58D	6891	7275	7681	8109	8561
T566	1	SENIOR SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	67B	8754	9242	9757	10301	10875
			69H	9381	9904	10456	11039	11655
T550	5	SEWER CONNECTION INSPECTOR	55D	6353	6707	7081	7476	7893
			57K	6807	7186	7587	8010	8457
T569	3	SUPERVISORY CONTROL AND DATA ACQUISITION SYSTEM COORDINATOR	65B	8292	8754	9242	9757	10301
			67H	8885	9381	9904	10456	11039
T472	3	SURVEY PARTY CHIEF II	62L	7815	8251	8711	9197	9710
			65F	8374	8841	9334	9855	10405
T473		SURVEY PARTY CHIEF I	59K	7186	7587	8010	8457	8929
			62E	7700	8129	8582	9061	9566
T476	4	SURVEY PARTY WORKER II	53F	6048	6385	6740	7116	7513
			56A	6479	6840	7221	7624	8049
T478		SURVEY PARTY WORKER I	43D	4588	4844	5114	5399	5700
			45K	4916	5191	5479	5785	6107
<u>WHITE COLLAR UNIT</u>								
W908	11	ACCOUNT CLERK II	41F	4367	4611	4868	5140	5426
			44A	4679	4940	5216	5506	5813
W909		ACCOUNT CLERK I	38K	4066	4292	4532	4785	5051
			41E	4356	4599	4856	5127	5412
W906	5	ACCOUNTING ASSISTANT	45L	4928	5203	5493	5799	6122
			48F	5281	5575	5886	6214	6560
W951	1	ACCOUNTS PAYABLE COORDINATOR	49D	5399	5700	6018	6353	6707
			51K	5785	6107	6448	6807	7186
W949	5	ADMINISTRATIVE AIDE I	49D	5399	5700	6018	6353	6707
			51K	5785	6107	6448	6807	7186
W948	1	ADMINISTRATIVE AIDE II	51D	5700	6018	6353	6707	7081
			53K	6107	6448	6807	7186	7587

W929	5	BUYER	56A 58G	6479 6943	6840 7330	7221 7739	7624 8171	8049 8627
W921	1	CLERICAL ASSISTANT	32K 35E	3461 3706	3652 3910	3853 4127	4066 4356	4292 4599
W950	1	COMPOST ADMINISTRATIVE AIDE	41A 43G	4313 4622	4554 4880	4808 5152	5076 5439	5359 5742
W941	2	COMPUTER OPERATOR II	47E	5127	5412	5714	6033	6369
			49L	5493	5799	6122	6463	6823
W942		COMPUTER OPERATOR I	43E	4599	4856	5127	5412	5714
			45L	4928	5203	5493	5799	6122
W931	1	CONTRACT COORDINATOR	54C 56J	6168 6608	6511 6977	6874 7366	7257 7777	7662 8211
W936	4	CUSTOMER SERVICE COORDINATOR	49B 51H	5372 5756	5671 6077	5988 6416	6322 6773	6674 7151
W938	12	CUSTOMER SERVICE REPRESENTATIVE II	45B	4820	5089	5372	5671	5988
			47H	5165	5453	5756	6077	6416
W939		CUSTOMER SERVICE REPRESENTATIVE I	43B	4565	4820	5089	5372	5671
			45H	4892	5165	5453	5756	6077
W937	1	CUSTOMER SERVICE REPRESENTATIVE III	47B 49H	5089 5453	5372 5756	5671 6077	5988 6416	6322 6773
W935	5	CUSTOMER SERVICE SPECIALIST	53H 56C	6077 6511	6416 6874	6773 7257	7151 7662	7550 8089
W933	8	INDUSTRIAL WASTE SURCHARGE ASSISTANT II	51B	5671	5988	6322	6674	7046
			53H	6077	6416	6773	7151	7550
W934		INDUSTRIAL WASTE SURCHARGE ASSISTANT I	47B	5089	5372	5671	5988	6322
			49H	5453	5756	6077	6416	6773
W943	3	INFORMATION TECHNOLOGY ASSISTANT	47E 49L	5127 5493	5412 5799	5714 6122	6033 6463	6369 6823
W945		INFORMATION TECHNOLOGY CLERK III	41C	4335	4577	4832	5101	5386
			43J	4645	4904	5178	5466	5770
W946	0	INFORMATION TECHNOLOGY CLERK II	39C	4106	4335	4577	4832	5101
			41J	4400	4645	4904	5178	5466
W947		INFORMATION TECHNOLOGY CLERK I	37C	3891	4106	4335	4577	4832
			39J	4167	4400	4645	4904	5178
W930	1	PURCHASING ASSISTANT	45L 48F	4928 5281	5203 5575	5493 5886	5799 6214	6122 6560
W911	1	RECORDS MANAGEMENT COORDINATOR	46D 48K	4977 5333	5255 5630	5547 5944	5857 6275	6183 6625
W923	3	REPRODUCTION CLERK	38C 40J	3997 4282	4219 4521	4454 4773	4702 5039	4965 5320

W912	22	SECRETARY II	46D	4977	5255	5547	5857	6183
			48K	5333	5630	5944	6275	6625
W913		SECRETARY I	42D	4465	4714	4977	5255	5547
			44K	4785	5051	5333	5630	5944
W907	2	SENIOR ACCOUNT CLERK	45D	4844	5114	5399	5700	6018
			47K	5191	5479	5785	6107	6448
W928	1	SENIOR BUYER	59A	7028	7420	7834	8271	8732
			61G	7531	7951	8394	8862	9356
W944	1	SENIOR INFORMATION TECHNOLOGY CLERK	43C	4577	4832	5101	5386	5685
			45J	4904	5178	5466	5770	6092
W922	1	SENIOR REPRODUCTION CLERK	41K	4410	4656	4916	5191	5479
			44E	4726	4989	5268	5561	5871
W917		SENIOR TYPIST CLERK	42K	4532	4785	5051	5333	5630
			45E	4856	5127	5412	5714	6033
W918	35	INTERMEDIATE TYPIST CLERK	40K	4292	4532	4785	5051	5333
			43E	4599	4856	5127	5412	5714
W919		TYPIST CLERK II	38K	4066	4292	4532	4785	5051
			41E	4356	4599	4856	5127	5412
W920		TYPIST CLERK I	36K	3853	4066	4292	4532	4785
			39E	4127	4356	4599	4856	5127
W925	1	TELEPHONE OPERATOR/RECEPTIONIST	40K	4292	4532	4785	5051	5333
			43E	4599	4856	5127	5412	5714

NON-MONTHLY HOURLY RATE

H994	150	HOURLY EMPLOYEE	\$15.00 TO \$120.00 PER HOUR
H990	11	LIQUID WASTE DISPOSAL ATTENDANT	\$15.25 TO \$16.00 PER HOUR
H996	60	STUDENT EMPLOYEE	\$15.00 TO \$24.00 PER HOUR

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

SECTION 3. FIVE-STEP COMPENSATION PLAN

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

3.2 Initial anniversary dates for step advancement for all employees whose compensation is on a five-step basis shall be established by the date of the month of first appointment to all positions on a five-step basis. Anniversary dates will be changed only when employees: (1) have completed their initial probationary period, except for Assistant Treatment Plant Operators 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 classification

of Assistant Treatment Plant Operator 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 his or her position in the Table of Organization, when it has been determined that: (1) the employee has demonstrated outstanding initiative and performance in his or her current assignment; (2) the employee's abilities had not been accurately assessed in his or her initial step placement; or (3) for other extraordinary circumstances approved by the Chief Engineer and General Manager. Such Incentive Step Adjustment will only be granted upon review and approval by the Chief Engineer and General Manager.

3.5 An employee in the service of the District shall not be entitled to step advancement as herein provided when the employee has been rated as less than competent (meets expectations) on his or her employee evaluation during his or her 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 his or her next succeeding anniversary date if the employee's overall performance is rated as competent (meets expectations) or above and if continued withholding of his or her step advancement would not be warranted under the circumstances.

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

3.7A Except as provided in Subsection 3.8 of this Salary Resolution, when an employee in the service of the District is promoted to a class in the same occupation that is salaried two or more salary ranges above his or her 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 his or her classification. An employee on a "Y" rate will retain his or her 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 he or she finds the justification for the "Y" rate no longer exists. The employee will then receive his or her earned salary step.

3.9B An employee whose "Y" rate is greater than the fifth step of the salary range for his or her class will retain his or her "Y" rate until his or her earned salary step equals or exceeds his or her "Y" rate due to step increases, salary increases and/or promotions. He or she will then receive the salary of his or her earned step and his or her "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 his or her class will have his or her earned step changed to his or her next earned step on his or her next anniversary date. If his or her next earned step results in a salary increase of more than two and three-quarters percent (2¾ %), he or she will receive such salary and his or her "Y" rate will be cancelled. If it would result in a salary increase of less than two and three-quarters percent (2¾ %), his or her "Y" rate will be increased by two and three-quarters percent (2¾ %), not to exceed the fifth step of the salary range for his or her class. On succeeding anniversary dates, his or her "Y" rate will be increased by five and one-half percent (5½ %), not to exceed the fifth step of the salary range for his or her class. When his or her or her salary reaches the fifth step salary rate, his or her "Y" rate will be cancelled.

An employee on a "Y" rate who is promoted will be promoted from his or her earned step and will retain his or her "Y" rate if it is greater than the step of the class to which he or she 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 contribution to the

deferred compensation plan, call back pay, vacation and sick leave buy back, leaving vacation and sick leave. 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 CalPERS employer paid member contributions for employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit, and for qualifying employees in the following classifications: Hourly Employee, Student Employee, and Liquid Waste Disposal Attendant. An employee's base salary, as listed on the Salary Schedule, plus eight (8) letter schedules in the Salary Rate Table shall be used when computing CalPERS employer paid member contributions for employees in the classifications of Chief Engineer and General Manager, Assistant Chief Engineer and Assistant General Manager, Departmental Engineer or Human Resources Manager.

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, and sick leave.

3.10C For employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit, 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. For employees in the classifications of Chief Engineer and General Manager, Assistant Chief Engineer and Assistant General Manager, Departmental Engineer or Human Resources Manager, an employee's member contribution to CalPERS of eight (8) 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. For non-represented employees including Hourly employees, Student employees and Liquid Waste Disposal Attendants, an employee's member contribution to CalPERS of twenty-eight (28) letter schedules will be paid for by the Districts, in compliance with the California Public Employees' Pension Reform Act of 2013.

3.10D One-half percent (½ %) of total CalPERS reportable compensation will be deducted from the pay for all "classic" non-represented employees including Hourly employees, Student employees and Liquid Waste Disposal Attendants as well as all "classic" employees in the Blue Collar, Confidential, Energy Recovery, Management (except employees in the classifications of Chief Engineer and General Manager, Assistant Chief Engineer and Assistant General Manager, Departmental Engineer and Human Resources Manager), Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit and the District will contribute an equivalent amount toward the Unfunded Accrued Liability (UAL) if the District's employer CalPERS cost (as published in the CalPERS Actuarial Valuation Report), as a percentage of payroll, is 25% or greater. One percent (1%) of total CalPERS reportable compensation will be deducted from the pay for all "classic" non-represented employees including Hourly employees, Student employees and Liquid Waste Disposal Attendants as well as all "classic" employees in the Blue Collar, Confidential, Energy Recovery, Management (except employees in the classifications of Chief Engineer and General Manager, Assistant Chief Engineer and Assistant General Manager, Departmental Engineer and Human Resources Manager), Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit and the District will contribute an equivalent amount toward the UAL if the District's employer CalPERS cost (as published in the CalPERS Actuarial Valuation Report), as a percentage of payroll, is 30% or greater. If the District's employer CalPERS cost (as published in the CalPERS Actuarial Valuation Report), as a percentage of payroll, is less than 25%, there will be no deduction for the purposes of the District making an additional UAL payment. The amount will be re-evaluated for each fiscal year based on the CalPERS Actuarial Valuation Report that determines the contribution rate for that fiscal year. For fiscal year 2021-22 the contribution rate is ½ %.

SECTION 4. HOURS

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

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

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

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

SECTION 5. OVERTIME, SPECIAL PAY AND BENEFITS

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

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

5.1A(ii) All full pay leave, 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 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 his or her 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 his or her 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 his or her straight time rate, in addition to receiving his or her regular monthly salary for the holiday.

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 his or her regular monthly salary.

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

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

5.2 Standby Pay. Employees assigned to regularly scheduled periods of standby service at off duty times when such assignments cause inconvenience and restrict normal activities during such off duty periods may receive standby pay. Any employee in the Blue Collar, Energy Recovery, Supervisory, Technical Support, or White Collar Unit will receive two dollars (\$2.00) per hour standby pay. Energy Recovery Unit employees whose principle work location is Calabasas will receive four dollars (\$4.00) per hour standby pay. Any employee in the Confidential, Professional Supervisory, Professional Unit, or hourly employee will receive one dollar and fifty cents (\$1.50) per hour standby pay. Employees in the Blue Collar Unit assigned to standby duty, when called back to active duty during their standby assignment, will not receive standby payment for the period of time they are paid call-back overtime pay.

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

5.3 Night Shift Differential. 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 his or her 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 his or her hourly pay rate (base salary divided by 174 hours) 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 his or her hourly pay rate (base salary divided by 174 hours) 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 his or her hourly pay rate (base salary divided by 174 hours) 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 seven and one half percent (7½ %) 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 his or her hourly pay rate (base salary divided by 174 hours) 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 seven and one-half percent (7½ %) of his or her hourly pay rate (base salary divided by 174 hours) 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 him or her for the payment.

This subsection shall not apply to Management employees.

5.4 Call-Back Pay. Whenever an employee in the Confidential Unit is required to return to duty without prior notice following the termination of his or her normal workday or normal workweek and departure from his or her work location and does return to work, he or she shall receive a minimum payment equivalent to three (3) hours of overtime pay in accordance with Subsection 5.1B of this Salary Resolution. Time for call-back pay will include time for round-trip commuting as determined by Management from the employee's

residence to the designated work location. An employee commuting to and from the employee's designated work location in a call-back situation is not eligible for mileage reimbursement.

Whenever an employee in the Blue 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 duty they will receive a minimum payment equivalent to three (3) hours of premium overtime pay for each call-back; provided, however, an employee with an assigned District vehicle will be paid for the time actually worked when called back. 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. An employee commuting to and from the employee's designated work location in a call-back situation is not eligible for mileage reimbursement. Whenever an employee in the Blue Collar Unit is ordered to return to duty by an authorized District representative, and such return occurs less than two (2) hours before the scheduled starting time of the employee's next regular shift, he or she will be paid at his or her overtime rate for any ordered overtime actually worked rather than the three (3) hour minimum provided in this Subsection 5.4.

Whenever an employee in the Energy Recovery, Supervisory, Technical Support or White Collar Unit is required to return to duty without prior notice following the termination of his or her normal workday or normal workweek and departure from his or her work location and does return to a worksite (or commences travel to a worksite), he or she shall receive a minimum payment equivalent to three (3) hours of overtime pay whether or not the employee is assigned a District vehicle. Time for call-back pay will include time for round-trip commuting as determined by Management from the employee's residence to the designated work location. An employee commuting to and from the employee's designated work location in a call-back situation is not eligible for mileage reimbursement. Whenever an employee in the Supervisory Unit is ordered to return to duty by an authorized District representative, and such return occurs less than two (2) hours before the scheduled starting time of the employee's next regular shift, he or she will be paid at his or her overtime rate for any ordered overtime actually 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 his/her regularly scheduled end of shift without incurring overtime.

5.5 Layoff Benefits. An employee shall be eligible for layoff benefits provided he or she 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 he or she 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 his or her 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 his or her 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 in the Blue Collar, Confidential, Energy Recovery, Management (except as specified below), Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Unit, consistent with Districts' labor agreements and in compliance with the California Public Employees' Pension Reform Act of 2013, except that the District will pay three percent (3%) toward the normal employee contribution to the CalPERS on behalf of employees in the classifications of Chief Engineer and General Manager, Assistant Chief Engineer and Assistant General Manager, Departmental Engineer and Human Resources Manager, consistent with Districts' labor agreements and in compliance with the California Public Employees' Pension Reform Act of 2013. The District will pay the seven percent (7%) normal employee contribution to the CalPERS on behalf of qualified non-represented employees including Hourly employees, Student employees and Liquid Waste Disposal Attendants.

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

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

The District will continue to make the contribution for a monthly employee's medical insurance for six (6) months for the Energy Recovery Unit, twelve (12) months for the Supervisory Unit, eighteen (18) months for the Management, Confidential, Professional Supervisory, Professional, Technical Support and White Collar Units, and twenty-four (24) months for the Blue Collar Unit from the date of an industrial injury or onset of an industrial illness if such an employee is absent due to the industrial injury or illness.

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

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 his or her dependents. For every monthly retiree who elects to participate in the District's dental insurance program, the District will make a contribution of \$31.25 per month towards dental insurance.

The District will continue to make the contribution for a monthly employee's dental insurance for six (6) months for the Energy Recovery Unit, twelve (12) months for the Supervisory Unit, eighteen (18) months for the Management, Confidential, Professional Supervisory, Professional, Technical Support and White Collar Units, and twenty-four (24) months for the Blue Collar Unit from the date of an industrial injury or onset of an industrial illness if such an employee is absent due to the industrial injury or illness.

5.11 Life Insurance. The District will provide a term life insurance policy to monthly employees in the Confidential, Energy Recovery, Professional Supervisory, Supervisory, Technical Support, Professional, White Collar, or Management Unit of \$50,000. Employees in the Blue Collar Unit will be provided with a \$20,000 term life insurance policy.

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.

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 an employee in the Blue Collar Unit possesses and management directs the employee to use a commercial Class A or Class B California driver's license, which is not a minimum qualification for his/her classification as specified by the classification specification, the employee will receive \$75.00 per month in the month following the use of the license. When an employee in the Blue Collar Unit also possesses and management directs the employee to use a crane certification, which is not a minimum qualification for his/her classification as specified by the classification specification, the employee will receive an additional \$50.00 per month in the month following the use of the certification. The maximum amount payable under this section is \$125.00 per month.

5.17 Employee Wellness. No later than July 2021, employees in the Blue Collar and Confidential Unit will receive \$300 when the employee provides acceptable documentation, which shall not include any results or diagnosis thereof, that he/she has completed an annual physical conducted by a medical doctor (MD or DO) of the employee's choice and at the employee's expense, and one (1) dental exam in the preceding 12-months. Acceptable documentation must be submitted to the Human Resources department by May 30th.

No later than July 2021, employees in the Professional, Professional Supervisory and Supervisory Unit will receive \$300 when the employee provides acceptable documentation, which shall not include any results or diagnosis thereof, that he/she has completed an annual physical conducted by a medical doctor (MD or DO) or Nurse Practitioner (NP), Physician Assistant (PA), or Registered Nurse (RN) of the employee's choice and at the employee's expense, and one (1) dental exam in the preceding 12-months. Acceptable documentation must be submitted to the Human Resources department by May 30th.

No later than July 2021, July 2022 and July 2023, employees in the Energy Recovery, Technical Support, and White Collar Unit will receive \$300 when the employee provides acceptable documentation, which shall not include any results or diagnosis thereof, that he/she has completed an annual physical conducted by a medical doctor (MD or DO) or Nurse Practitioner (NP), Physician Assistant (PA), or Registered Nurse (RN) of the employee's choice and at the employee's expense, and one (1) dental exam in the preceding 12-months. Acceptable documentation must be submitted to the Human Resources department by May 30th.

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

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

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

current salary range, and step 5 of the higher salary range would provide an increase of less than 5.5%, the employee will be compensated at step 5 of the higher salary range.

SECTION 6. LEAVES OF ABSENCE

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

<u>HOLIDAY</u>	<u>DATE HOLIDAY OBSERVED</u>
Independence Day	July 5, 2021
Labor Day	September 6, 2021
Indigenous People's Day/Columbus Day	October 11, 2021
Veterans Day	November 11, 2021
Thanksgiving Day	November 25, 2021
Day after Thanksgiving	November 26, 2021
Christmas Day	December 24, 2021
New Year's Day	December 31, 2021
Dr. Martin Luther King Jr.'s Birthday	January 17, 2022
Presidents' Day	February 21, 2022
Cesar Chavez's Birthday	March 28, 2022
Memorial Day	May 30, 2022

6.1A(ii) **Christmas Eve.** A monthly employee who is regularly scheduled to work on Christmas Eve 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 Christmas Eve 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 floating in lieu holiday which must be taken off prior to March of the following year on a day which will not interfere with the District operations, or will be paid for the holiday in accordance with Subsection 5.1C.

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

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

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

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

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

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

TABLE I

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

TABLE II

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

TABLE III

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

TABLE IV

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

TABLE V

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

6.2B Leaving Vacation. An employee who leaves the service of the District is eligible to receive payment for earned, unused vacation. Such payment for leaving vacation shall be based upon the number of working days of vacation earned in accordance with Subsections 6.2A through 6.2E of this Resolution. A lump sum payment for all accrued vacation must be allowed an employee leaving District service in lieu of carrying him or her 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 him or her 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 him or her for the current calendar year, to be taken at the time of entering military service. No lump sum payment may be made in lieu of carrying such employee on the payroll.

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

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

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

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

6.2G Vacation Buy Back. Any monthly employee who files a request with the District Human Resources Manager by November 15 will be paid for his or her unused vacation not to exceed one hundred (100) hours. The rate for such payment will be based upon the employee's salary on November 1 of that year. Such payments will be made prior to January 15th the following year.

6.3 Illness and Injuries in the Course of Employment.

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

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

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

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

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

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

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

6.3F An employee who is compelled to be absent from active service on account of injury arising out of and in the course of his or her employment in excess of ninety (90) days, whose benefits plus earnings, if any, from other employment are less than what he or she would have been entitled to receive under the provisions

of Subsection 6.4 if his or her injuries had not arisen out of or in the course of his or her employment, shall be entitled to use available sick leave benefits on a pro-rated basis not to exceed his or her 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 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 his or her ability to return to work and satisfactorily perform the duties of his or her job. Employees will be provided sick leave in compliance with the Healthy Workplaces, Healthy Families Act of 2014.

6.4A Employees in the Blue Collar Unit, employed continuously on a monthly basis in the District service, will be eligible for sick leave if they are compelled to be absent from duty due to illness or injury of the employee and may be eligible for up to forty-eight (48) hours per year of current sick leave for illnesses or injury of the employee's spouse, the employee's children, the employee's parents, the employee's registered domestic partner, or for other purposes permissible under the law. The first twenty-four (24) hours, or 3-days, per calendar year of sick leave may be used for purposes outlined in Labor Code Sections 245-246.

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

If a Confidential, Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, or White Collar Unit 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, he or she will not be eligible for new sick leave benefits on that date and will become eligible for a prorated number of working hours of full pay sick leave based upon the number of days of active service during the preceding calendar year in accordance with Table VI on the day following the employee's return to full time active service. For the purpose of Subsection 6.4, "days of active service" includes full days worked and full and partial pay sick leave. A monthly employee that is eligible for a prorated number of full pay sick leave that is less than 3-days or 24 hours and has less than 3-days or 24 hours of full pay sick leave available, will be provided the difference up to 3-days or 24 hours.

TABLE VI

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

6.4C For the purpose of this Section, an employee’s continuous service shall be deemed to begin on the first of the month in the event his or her 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 his or her actual continuous service begins on or after the sixteenth (16th) of the month.

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

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

In computing such lump sum payment, an eligible employee shall be entitled to receive payment as if he or she 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 his or her current full pay sick leave for that year which he or she 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 his or her 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 his or her 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 his or her 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 him or her any previously earned and unused full pay sick leave not previously paid for pursuant to Subsection 6.4E above.

6.4H Sick Leave at Partial Pay. In addition to the sick leave at full pay herein provided, 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 as established under Section 6.4A, shall be eligible for sick leave at partial pay in accordance with Table VII set forth in this Subsection during the remainder of the calendar year following completion of such six (6) months' service, and during each subsequent calendar year except as limited by the following paragraph.

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

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

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

TABLE VII

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

6.5 Leave of Absence Due to Quarantine. Any monthly employee provided for by this Resolution who is prevented from performing the duties of his or her 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 his or her 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 his or her compliance therewith.

6.6 Maternity Leave. Whenever a monthly employee becomes disabled as a result of pregnancy, and the disability prevents the employee from performing the duties of their position, the employee shall be granted a leave of absence. An employee on a maternity leave of absence is eligible for sick leave benefits as provided for in Subsection 6.4 of this Salary Resolution, subject to the presentation of medical evidence substantiating the fact

that the disability prevents the employee from performing the duties of their position. Such leave shall not extend beyond one year unless approved by the Chief Engineer and General Manager.

6.7 Personal Leave. During a calendar year, a monthly employee may use twenty-four (24) hours of his or her 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 Unit may use up to forty (40) hours of his or her 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, he or she 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 his or her 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 his or her military salary, including all supplemental pay, and his or her 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 him or her 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 him or her 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 his or her regular pay, not to exceed forty (40) hours a year, provided he or she deposits his or her 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 his or her 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 his or her regular pay for not more than twenty-four (24) hours. Monthly employees shall be eligible to receive one (1) additional working day 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 his or her presence as a witness except as party or as an expert witness, shall be allowed the time necessary to be absent from work at his or her regular pay to comply with such subpoena, provided he or she deposits his or her fees received for such service into District funds.

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

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

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

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

CATHY WARNER
Chairperson

ATTEST:

KIMBERLY S. CHRISTENSEN
Secretary

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