



**Las Gallinas Valley Sanitary District**  
**Salary Pay Schedule as of March 7, 2024**

EXHIBIT A

Full Time Positions	Monthly Salary					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Assistant	6,360	6,678	7,012	7,362	7,730	8,117
Administrative/Financial Specialist	8,767	9,205	9,666	10,149	10,656	11,189
Administrative Services Manager	15,470	16,244	17,056	17,909	18,804	19,744
Assistant Engineer	9,677	10,161	10,669	11,202	11,763	12,351
Associate Engineer	11,791	12,380	12,999	13,649	14,332	15,048
Civil Engineering Technician	7,749	8,136	8,543	8,970	9,419	9,890
Collection System/Maintenance/Safety Manager	15,093	15,848	16,640	17,472	18,346	19,263
Collection System Operator <sup>(1)</sup>	6,053	6,356	6,674	7,007	7,358	7,726
Collection System Operator I <sup>(1)</sup>	6,360	6,678	7,012	7,362	7,730	8,117
Collection System Operator II	6,682	7,016	7,367	7,735	8,122	8,528
Collection System Operator III	7,195	7,555	7,933	8,330	8,746	9,183
Collection System Operator Lead	7,749	8,136	8,543	8,970	9,419	9,890
CMMS Technician	7,749	8,136	8,543	8,970	9,419	9,890
District Engineer	15,857	16,650	17,482	18,357	19,274	20,238
Executive Assistant / Board Secretary	13,103	13,758	14,446	15,168	15,927	16,723
Electrical Instrumentation Technician	9,211	9,671	10,155	10,663	11,196	11,756
Environmental Services Supervisor	11,222	11,784	12,373	12,991	13,641	14,323
Grant Management and Procurement Specialist	8,767	9,205	9,666	10,149	10,656	11,189
Laboratory Analyst-in-Training <sup>(1)</sup>	7,375	7,744	8,131	8,538	8,965	9,413
Laboratory Analyst I <sup>(1)</sup>	7,749	8,136	8,543	8,970	9,419	9,890
Laboratory Analyst II	8,553	8,981	9,430	9,901	10,396	10,916
Laboratory Analyst III	9,919	10,415	10,936	11,483	12,057	12,659
Maintenance Supervisor	11,222	11,784	12,373	12,991	13,641	14,323
Plant Manager	15,470	16,244	17,056	17,909	18,804	19,744
Plant Operator-in-Training <sup>(1)</sup>	6,682	7,016	7,367	7,735	8,122	8,528
Plant Operator I <sup>(1)</sup>	7,020	7,371	7,740	8,126	8,533	8,959
Plant Operator II	7,749	8,136	8,543	8,970	9,419	9,890
Plant Operator III	8,553	8,981	9,430	9,901	10,396	10,916
Plant Operator Lead	9,211	9,671	10,155	10,663	11,196	11,756
Plant Operations Supervisor	11,222	11,784	12,373	12,991	13,641	14,323
Skilled Maintenance Worker I <sup>(1)</sup>	6,682	7,016	7,367	7,735	8,122	8,528
Skilled Maintenance Worker II	7,749	8,136	8,543	8,970	9,419	9,890
General Manager <sup>(2)</sup>	25,725 Effective August 7, 2023					

**How to Use this Pay Scale:** Steps 1 through 6 are the regular base wage levels for all positions.

Longevity Pay is available to eligible employees hired prior to 9/7/2023. Employees hired after 9/7/2023 are not eligible for longevity pay.

Longevity Pay equal to 5% of employee's base wage rate is given beginning on the 7th year of employment for eligible employees.

Additional Longevity Pay of 3% is given beginning on the 11th year of employment for eligible employees.

Additional Longevity Pay equal to 2% is given beginning on the 16th year of employment for management hired prior to 7/1/2016.

<sup>(1)</sup> Employees in entry level classifications are not eligible for longevity pay.

<sup>(2)</sup> The General Manager position is an executive contract position. Base salary increase effective August 7, 2023.

Resolution No. 2024-2323

Revised / Adopted 3/7/2024