

RESOLUTION NO. 2016-2074

**A RESOLUTION ADOPTING THE PAY SCALES EFFECTIVE JULY 1, 2016
PURSUANT TO THE CALIFORNIA CODE OF REGULATIONS, SUBCHAPTER 1,
EMPLOYEES' RETIREMENT SYSTEM REGULATIONS SECTION 570.5**

LAS GALLINAS VALLEY SANITARY DISTRICT

WHEREAS, the Las Gallinas Valley Sanitary District has contracted with CalPERS to provide certain retirement benefits to its employees; and

WHEREAS, the governance of retirement benefits provided to public employees in the state of California is governed by California Government Code Title 2, Division 5, Part 3 Public Employees' Retirement System; and

WHEREAS, the Board of Administration of the Public Employees' Retirement System has promulgated regulations to implement requirements of the governing law; and

WHEREAS, the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (2 CCR § 570.5) states that

"(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and

(8) Does not reference another document in lieu of disclosing the payrate”.

THEREFORE, BE IT RESOLVED that the Board of Directors of the Las Gallinas Valley Sanitary District does hereby adopt the Pay Scales Effective July 1, 2016, which is attached as Exhibit A and is included by reference, in accordance with the requirements of the California Code of Regulations, Subchapter 1, Employees’ Retirement System Regulations section 570.5 (2 CCR § 570.5).

* * * * *

I hereby certify that the forgoing is a full, true and correct copy of a resolution duly and regularly passed and adopted by the Sanitary Board of the Las Gallinas Valley Sanitary District, Marin County, California, at a regular meeting thereof held on June 30, 2016, by the following vote of the members thereof:

AYES, and in favor thereof, Members: *Clark, Elias, Greenfield, Murry, Schriebman*
NOES, Members: *None.*
ABSENT, Members: *None.*
ABSTAIN, Members: *None.*



Teresa L. Lerch, District Secretary
Las Gallinas Valley Sanitary District

APPROVED:

(seal)



Judy Schriebman, Board President





**Las Gallinas Valley Sanitary District
Pay Scales as of July 1, 2016**

Monthly Salary Range

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity 3%	Longevity 2%
Administrative Financial Specialist I	\$ 5,319.60	\$ 5,585.49	\$ 5,864.91	\$ 6,158.19	\$ 6,465.85	\$ 6,789.47	\$ 7,129.03	\$ 7,485.23	Not applicable	Not applicable
Administrative Financial Specialist II	\$ 6,158.19	\$ 6,465.85	\$ 6,789.47	\$ 7,129.03	\$ 7,485.23	\$ 7,859.45	\$ 8,252.57	\$ 8,665.28	Not applicable	Not applicable
Administrative Services Manager I	\$ 9,520.85	\$ 9,996.83	\$ 10,496.72	\$ 11,021.75	\$ 11,572.77	\$ 12,151.36	\$ 12,758.72	\$ 13,396.76	\$ 13,798.72	\$ 14,074.67
Administrative Services Manager II	\$10,496.72	\$ 11,021.75	\$ 11,572.77	\$ 12,151.36	\$ 12,758.72	\$ 13,396.76	\$ 14,066.52	\$ 14,769.91	\$ 15,212.95	\$ 15,517.15
Assistant Engineer	\$ 6,818.41	\$ 7,159.53	\$ 7,517.47	\$ 7,893.25	\$ 8,287.93	\$ 8,702.20	\$ 9,137.27	\$ 9,594.17	Not applicable	Not applicable
Associate Engineer	\$ 8,287.93	\$ 8,702.20	\$ 9,137.27	\$ 9,594.17	\$ 10,073.96	\$ 10,577.67	\$ 11,106.51	\$ 11,661.87	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,173.87	\$ 4,382.39	\$ 4,601.65	\$ 4,831.49	\$ 5,073.12	\$ 5,326.71	\$ 5,593.47	\$ 5,873.05	Not applicable	Not applicable
Collection System/Safety Manager	\$ 9,042.97	\$ 9,495.03	\$ 9,969.61	\$ 10,468.29	\$ 10,991.76	\$ 11,541.40	\$ 12,118.60	\$ 12,724.40	\$ 13,106.08	\$ 13,368.16
District Administrative Assistant	\$ 5,319.60	\$ 5,585.49	\$ 5,864.91	\$ 6,158.19	\$ 6,465.85	\$ 6,789.47	\$ 7,129.03	\$ 7,485.23	Not applicable	Not applicable
District Engineer I	\$ 8,965.32	\$ 9,413.39	\$ 9,884.33	\$ 10,378.51	\$ 10,897.12	\$ 11,442.08	\$ 12,014.25	\$ 12,615.20	\$ 12,993.59	\$ 13,253.41
District Engineer II	\$11,442.08	\$ 12,014.25	\$ 12,615.20	\$ 13,245.61	\$ 13,908.09	\$ 14,603.51	\$ 15,333.59	\$ 16,100.24	\$ 16,583.32	\$ 16,914.91
Environmental Services Director	\$ 8,144.76	\$ 8,551.57	\$ 8,979.19	\$ 9,428.12	\$ 9,899.41	\$ 10,394.45	\$ 10,914.11	\$ 11,459.76	Not applicable	Not applicable
Environmental Specialist in Training	\$ 5,512.69	\$ 5,788.29	\$ 6,077.59	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade I	\$ 6,077.59	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade II	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	\$ 8,551.57	\$ 8,979.19	Not applicable	Not applicable
Environmental Specialist, Grade III	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	\$ 8,551.57	\$ 8,979.19	\$ 9,428.12	Not applicable	Not applicable
General Manager	By Contract \$19,019.00									
Leadsman Collection Line Worker	\$ 5,622.93	\$ 5,904.08	\$ 6,199.09	\$ 6,509.01	\$ 6,834.19	\$ 7,176.00	\$ 7,535.15	\$ 7,911.97	Not applicable	Not applicable
Line Maintenance Worker	\$ 4,625.92	\$ 4,857.32	\$ 5,100.16	\$ 5,355.13	\$ 5,622.93	\$ 5,904.08	\$ 6,199.09	Not Applicable.	Not applicable	Not applicable
Line Maintenance Worker, Grade I	\$ 4,857.32	\$ 5,100.16	\$ 5,355.13	\$ 5,622.93	\$ 5,904.08	\$ 6,199.09	\$ 6,509.01	Not Applicable.	Not applicable	Not applicable
Line Maintenance Worker, Grade II	\$ 5,100.16	\$ 5,355.13	\$ 5,622.93	\$ 5,904.08	\$ 6,199.09	\$ 6,509.01	\$ 6,834.19	\$ 7,176.00	Not applicable	Not applicable
Line Maintenance Worker, Grade III	\$ 5,355.13	\$ 5,622.93	\$ 5,904.08	\$ 6,199.09	\$ 6,509.01	\$ 6,834.19	\$ 7,176.00	\$ 7,535.15	Not applicable	Not applicable
Operator in Training	\$ 4,762.16	\$ 5,000.15	\$ 5,250.09	\$ 5,512.69	\$ 5,788.29	\$ 6,077.59	\$ 6,381.44	Not Applicable.	Not applicable	Not applicable
Operator, Grade I	\$ 5,250.09	\$ 5,512.69	\$ 5,788.29	\$ 6,077.59	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	Not Applicable.	Not applicable	Not applicable
Operator, Grade II	\$ 5,788.29	\$ 6,077.59	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	Not applicable	Not applicable
Operator, Grade III	\$ 6,381.44	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	\$ 8,551.57	\$ 8,979.19	Not applicable	Not applicable
Operator, Lead	\$ 6,700.55	\$ 7,035.77	\$ 7,387.64	\$ 7,757.01	\$ 8,144.76	\$ 8,551.57	\$ 8,979.19	\$ 9,428.12	Not applicable	Not applicable
Plant Manager I	\$ 9,113.87	\$ 9,569.39	\$ 10,047.61	\$ 10,549.93	\$ 11,077.39	\$ 11,631.19	\$ 12,212.55	\$ 12,823.20	\$ 13,207.83	\$ 13,471.99
Plant Manager II	\$10,047.61	\$ 10,549.93	\$ 11,077.39	\$ 11,631.19	\$ 12,212.55	\$ 12,823.20	\$ 13,464.53	\$ 14,137.41	\$ 14,561.56	\$ 14,852.76
Plant Operations and Maintenance Supervisor	\$ 8,551.57	\$ 8,979.19	\$ 9,428.12	\$ 9,899.41	\$ 10,394.45	\$ 10,914.11	\$ 11,459.76	\$ 12,032.80	Not applicable	Not applicable

How to Use this Pay Scale: Steps 1 through 5 are the regular levels for all positions.

In addition, except as identified above, the following also applies:

- Dual certification may be available for an additional 5% of pay.
- Triple certification may be available for an additional 5% of pay.
- A longevity step may be available for an additional 5% of pay.

Additional longevity steps after age 50 and 10 years continuous District service may be available for management positions.

Additional longevity steps after age 53 and 15 years continuous District service may be available for management positions.

Payscale reflects COLA of 2.5% plus 0.75% to offset cost of employees paying an additional 1% towards their CalPERS pension cost. Employee total pension contribution is be 7% as of July 2016.

Board adopted: June 30, 2016