

RESOLUTION NO. 2017-2111

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE LAS GALLINAS VALLEY SANITARY DISTRICT FOR LONGEVITY COMPENSATION FOR THE MANAGEMENT GROUP

WHEREAS, Las Gallinas Valley Sanitary District desires to memorialize in a single Resolution the longevity benefits provided to Management;

WHEREAS, Las Gallinas Valley Sanitary District's Management group consists of the following positions: (1) General Manager; (2) Administrative Services Manager; (3) Collection System/Safety Manager; (4) District Engineer; and (5) Plant Manager;

WHEREAS, the above positions are considered a group because they share similarities in job duties or are otherwise a logical work-related grouping;

WHEREAS, each position in the Management group is employed under an employment contract that contains identical provisions pertaining to longevity pay;

WHEREAS, the Las Gallinas Valley Sanitary District desires to amend the employment contracts of the Management group to conform to the longevity benefits memorialized in this Resolution retroactive to the date of execution of the current employment contracts for the members of the Management group; and

WHEREAS, the Las Gallinas Valley Sanitary District desires to recognize the aforementioned Management group retroactive to June 26, 2014.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Las Gallinas Valley Sanitary District:

1. The purpose of this Resolution is to set forth the longevity benefits for Management employees of the Las Gallinas Valley Sanitary District ("District"). Except as expressly provided below, this Resolution is not intended to amend or alter the current benefits provided to the Management group in their employment contracts. The Board of Directors retains all rights and authority to amend, reduce, or eliminate benefits and additional compensation in its sole and absolute discretion, including the benefits identified in this Resolution.
2. This Resolution shall be applicable to the following Management classifications:
 - a. General Manager
 - b. Administrative Services Manager
 - c. Collection System/Safety Manager
 - d. District Engineer
 - e. Plant Manager

3. Members of the Management group shall receive the following longevity benefits:
 - a. Employee can receive a longevity step at the beginning of their 7th year of employment with the District. The longevity step shall be five percent (5.0%).
 - b. Effective the first pay period in January 2015, employees in the Management group are eligible to receive a longevity step equal to three percent (3%) of base salary at the completion of 10 years of continuous employment with the District.
 - c. Effective the first pay period in January 2015, employees in the Management group are eligible to receive a an additional longevity step equal to two percent (2%) of base salary at the completion of 15 years of continuous employment with the District and the attainment.

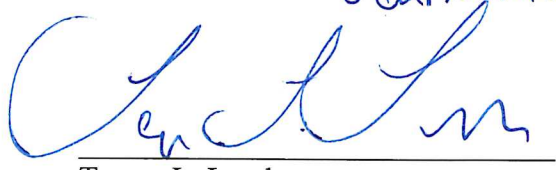
4. This Resolution operates to amend the employment contracts of the Management group as specified in Paragraph 3, above, retroactive to the date of execution of each respective contract.

5. Recognition of the Management group and the longevity benefits in this Resolution shall be retroactive to June 26, 2014.

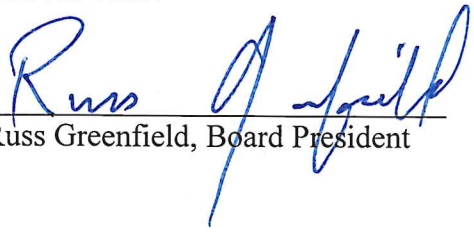
6. In accordance with the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (2 CCR § 570.5), the Pay Scales for the District employees is amended effective December 2, 2017, which is attached as Exhibit A and is included by reference, in accordance with 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 foregoing 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 meeting thereof held on December 14, 2017, by the following vote of the members thereof:

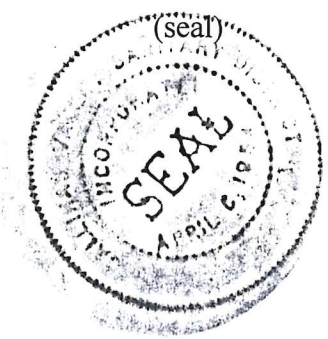
AYES, and in favor thereof, Members: Clark, Elias, Greenfield, Murray, Schrieblman
 NOES, Members: None
 ABSENT, Members: None
 ABSTAIN, Members: None.



 Teresa L. Lerch
 District Secretary

APPROVED:


 Russ Greenfield, Board President





Las Gallinas Valley Sanitary District
Pay Scales as of December 2, 2017

Monthly Salary Range

Full Time Positions	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity 3%	Longevity 2%	
Administrative Financial Specialist I	\$ 5,492.41	\$ 5,766.97	\$ 6,055.57	\$ 6,358.39	\$ 6,675.93	\$ 7,010.12	\$ 7,360.77	\$ 7,728.41	Not applicable	Not applicable	
Administrative Financial Specialist II	\$ 6,358.39	\$ 6,675.93	\$ 7,010.12	\$ 7,360.77	\$ 7,728.41	\$ 8,114.95	\$ 8,520.72	\$ 8,946.95	Not applicable	Not applicable	
Administrative Services Manager I	\$ 9,830.25	\$ 10,321.65	\$ 10,837.84	\$ 11,380.03	\$ 11,948.91	\$ 12,546.21	\$ 13,173.33	\$ 13,832.17	\$ 14,247.13	\$ 14,532.09	
Administrative Services Manager II	\$ 10,837.84	\$ 11,380.03	\$ 11,948.91	\$ 12,546.21	\$ 13,173.33	\$ 13,832.17	\$ 14,523.60	\$ 15,249.87	\$ 15,707.29	\$ 16,021.37	
Assistant Engineer	\$ 7,039.93	\$ 7,392.15	\$ 7,761.87	\$ 8,149.79	\$ 8,557.29	\$ 8,985.08	\$ 9,434.19	\$ 9,906.00	Not applicable	Not applicable	
Associate Engineer	\$ 8,557.29	\$ 8,985.08	\$ 9,434.19	\$ 9,906.00	\$ 10,401.39	\$ 10,921.39	\$ 11,467.39	\$ 12,040.95	Not applicable	Not applicable	
Building and Ground Maintenance Worker	\$ 4,309.59	\$ 4,524.87	\$ 4,751.24	\$ 4,988.53	\$ 5,237.96	\$ 5,499.87	\$ 5,775.29	\$ 6,063.89	Not applicable	Not applicable	
Collection System/Safety Manager	\$ 9,336.95	\$ 9,803.56	\$ 10,293.57	\$ 10,808.55	\$ 11,349.00	\$ 11,916.49	\$ 12,512.41	\$ 13,137.97	\$ 13,531.96	\$ 13,802.71	
District Administrative Assistant	\$ 5,492.41	\$ 5,766.97	\$ 6,055.57	\$ 6,358.39	\$ 6,675.93	\$ 7,010.12	\$ 7,360.77	\$ 7,728.41	Not applicable	Not applicable	
District Engineer I.	\$ 9,256.69	\$ 9,719.32	\$ 10,205.52	\$ 10,715.81	\$ 11,251.24	\$ 11,813.88	\$ 12,404.77	\$ 13,025.13	\$ 13,415.83	\$ 13,684.15	
District Engineer II	\$ 11,813.88	\$ 12,404.77	\$ 13,025.13	\$ 13,676.17	\$ 14,360.15	\$ 15,078.09	\$ 15,831.92	\$ 16,623.53	\$ 17,122.21	\$ 17,464.72	
Environmental Services Director	\$ 8,409.44	\$ 8,829.43	\$ 9,271.08	\$ 9,734.57	\$ 10,221.12	\$ 10,732.28	\$ 11,268.75	\$ 11,832.25	Not applicable	Not applicable	
Environmental Specialist in Training	\$ 5,691.92	\$ 5,976.36	\$ 6,275.19	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	Not Applicable.	Not applicable	Not applicable	
Environmental Specialist, Grade I	\$ 6,275.19	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	Not Applicable.	Not applicable	Not applicable	
Environmental Specialist, Grade II	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	\$ 8,829.43	\$ 9,271.08	Not applicable	Not applicable	
Environmental Specialist, Grade III	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	\$ 8,829.43	\$ 9,271.08	\$ 9,734.57	Not applicable	Not applicable	
General Manager	By Contract \$18,157.36								\$19,065.28*	\$ 19,637.11	\$ 20,029.88
Leadsman Collection Line Worker	\$ 5,805.63	\$ 6,095.96	\$ 6,400.51	\$ 6,720.48	\$ 7,056.23	\$ 7,409.31	\$ 7,780.07	\$ 8,169.03	Not applicable	Not applicable	
Line Maintenance Worker	\$ 4,776.20	\$ 5,015.23	\$ 5,265.87	\$ 5,529.16	\$ 5,805.63	\$ 6,095.96	\$ 6,400.51	Not Applicable.	Not applicable	Not applicable	
Line Maintenance Worker, Grade I	\$ 5,015.23	\$ 5,265.87	\$ 5,529.16	\$ 5,805.63	\$ 6,095.96	\$ 6,400.51	\$ 6,720.48	Not Applicable.	Not applicable	Not applicable	
Line Maintenance Worker, Grade II	\$ 5,265.87	\$ 5,529.16	\$ 5,805.63	\$ 6,095.96	\$ 6,400.51	\$ 6,720.48	\$ 7,056.23	\$ 7,409.31	Not applicable	Not applicable	
Line Maintenance Worker, Grade III	\$ 5,529.16	\$ 5,805.63	\$ 6,095.96	\$ 6,400.51	\$ 6,720.48	\$ 7,056.23	\$ 7,409.31	\$ 7,780.07	Not applicable	Not applicable	
Operator in Training	\$ 4,916.95	\$ 5,162.73	\$ 5,420.65	\$ 5,691.92	\$ 5,976.36	\$ 6,275.19	\$ 6,588.92	Not Applicable.	Not applicable	Not applicable	
Operator, Grade I	\$ 5,420.65	\$ 5,691.92	\$ 5,976.36	\$ 6,275.19	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	Not Applicable.	Not applicable	Not applicable	
Operator, Grade II	\$ 5,976.36	\$ 6,275.19	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	Not applicable	Not applicable	
Operator, Grade III	\$ 6,588.92	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	\$ 8,829.43	\$ 9,271.08	Not applicable	Not applicable	
Operator, Lead	\$ 6,918.25	\$ 7,264.40	\$ 7,627.71	\$ 8,009.04	\$ 8,409.44	\$ 8,829.43	\$ 9,271.08	\$ 9,734.57	Not applicable	Not applicable	
Plant Manager I	\$ 9,410.09	\$ 9,880.35	\$ 10,374.17	\$ 10,892.79	\$ 11,437.40	\$ 12,009.23	\$ 12,609.48	\$ 13,239.89	\$ 13,637.00	\$ 13,909.83	
Plant Manager II	\$ 10,374.17	\$ 10,892.79	\$ 11,437.40	\$ 12,009.23	\$ 12,609.48	\$ 13,239.89	\$ 13,902.20	\$ 14,596.92	\$ 15,034.76	\$ 15,335.49	
Plant Operations and Maintenance Supervisor	\$ 8,829.43	\$ 9,271.08	\$ 9,734.57	\$ 10,221.12	\$ 10,732.28	\$ 11,268.75	\$ 11,832.25	\$ 12,423.84	Not applicable	Not applicable	
Part Time Positions											
Interim General Manager	Hourly rate of \$104.754										

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 3% longevity step after 10 years continuous District service may be available for management positions.

Additional 2% longevity steps after 15 years continuous District service may be available for management positions.

* Reflects 5% longevity pay awarded after 6 years of employment

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 8% as of July 2017.

Payscale amended to reflect General Manager longevity effective December 2, 2017 and to add Interim General Manager position.

Board adopted: 12/14/2017