

**RESOLUTION NO. 2024-2329**

**A RESOLUTION ADOPTING THE PAY SCALES EFFECTIVE JULY 1, 2024  
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 ("District") adopted a Salary Pay Schedule for all employees on March 7, 2024; and

**WHEREAS**, the District approved a three-year successor Memorandum of Understanding with Operating Engineers Local 3 ("OE3") on September 7, 2023 which includes a General Wage Cost-of-Living Adjustment ("COLA") of 3% effective July 1, 2024; and

**WHEREAS**, the management and unrepresented employee group agreed to incorporate the OE3 negotiated COLA into their employment agreements; and

**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 Salary Pay Schedule Effective July 1, 2024, 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).

\* \* \* \* \*

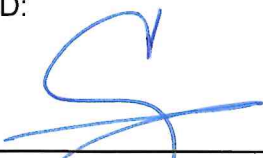
I hereby certify that the forgoing is a full, true and correct copy of a resolution duly and regularly passed and adopted by the Sanitary Board of the Las Gallinas Valley Sanitary District, Marin County, California, at a regular meeting thereof held on June 6, 2024, by the following vote of the members thereof:

AYES, and in favor thereof, Members: *Clark, Murray, Nitzberg, Roberts*  
 NOES, Members: *None.*  
 ABSENT, Members: *Yezman*  
 ABSTAIN, Members: *None.*



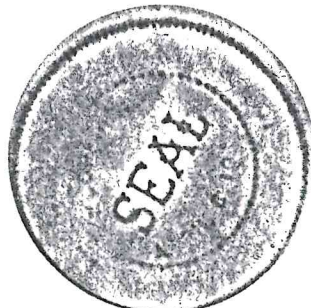
Teresa L. Lerch, Board Secretary  
 Las Gallinas Valley Sanitary District

APPROVED:



Craig K. Murray, Board President

(seal)





**Las Gallinas Valley Sanitary District**  
**Salary Pay Schedule as of July 1, 2024**

**EXHIBIT A**

Full Time Positions	Monthly Salary					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Assistant	6,551	6,878	7,222	7,583	7,962	8,360
Administrative/Financial Specialist	9,030	9,481	9,956	10,453	10,976	11,525
Administrative Services Manager	15,934	16,731	17,568	18,446	19,368	20,337
Assistant Engineer	9,967	10,466	10,989	11,539	12,115	12,721
Associate Engineer	12,144	12,752	13,389	14,059	14,761	15,500
Civil Engineering Technician	7,981	8,380	8,799	9,239	9,701	10,186
Collection System/Maintenance/Safety Manager	15,546	16,323	17,139	17,996	18,896	19,841
Collection System Operator <sup>(1)</sup>	6,235	6,547	6,874	7,218	7,579	7,957
Collection System Operator I <sup>(1)</sup>	6,551	6,878	7,222	7,583	7,962	8,360
Collection System Operator II	6,882	7,226	7,588	7,967	8,365	8,784
Collection System Operator III	7,411	7,782	8,171	8,580	9,009	9,459
Collection System Operator Lead	7,981	8,380	8,799	9,239	9,701	10,186
CMMS Technician	7,981	8,380	8,799	9,239	9,701	10,186
District Engineer	16,333	17,149	18,007	18,907	19,853	20,845
Executive Assistant / Board Secretary	13,496	14,171	14,879	15,623	16,405	17,225
Electrical Instrumentation Technician	9,487	9,961	10,460	10,983	11,532	12,108
Environmental Services Supervisor	11,559	12,137	12,744	13,381	14,050	14,753
Grant Management and Procurement Specialist	9,030	9,481	9,956	10,453	10,976	11,525
Laboratory Analyst-in-Training <sup>(1)</sup>	7,597	7,976	8,375	8,794	9,234	9,695
Laboratory Analyst I <sup>(1)</sup>	7,981	8,380	8,799	9,239	9,701	10,186
Laboratory Analyst II	8,810	9,250	9,713	10,198	10,708	11,244
Laboratory Analyst III	10,217	10,727	11,264	11,827	12,418	13,039
Maintenance Supervisor	11,559	12,137	12,744	13,381	14,050	14,753
Plant Manager	15,934	16,731	17,568	18,446	19,368	20,337
Plant Operator-in-Training <sup>(1)</sup>	6,882	7,226	7,588	7,967	8,365	8,784
Plant Operator I <sup>(1)</sup>	7,231	7,592	7,972	8,370	8,789	9,228
Plant Operator II	7,981	8,380	8,799	9,239	9,701	10,186
Plant Operator III	8,810	9,250	9,713	10,198	10,708	11,244
Plant Operator Lead	9,487	9,961	10,460	10,983	11,532	12,108
Plant Operations Supervisor	11,559	12,137	12,744	13,381	14,050	14,753
Skilled Maintenance Worker I <sup>(1)</sup>	6,882	7,226	7,588	7,967	8,365	8,784
Skilled Maintenance Worker II	7,981	8,380	8,799	9,239	9,701	10,186
General Manager <sup>(2)</sup>	26,497					

**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.

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Revised / Adopted \_\_\_\_\_