



Las Gallinas Valley Sanitary District  
Pay Scales as of November 9, 2015

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	\$ 5,152.16	\$ 5,409.73	\$ 5,680.31	\$ 5,964.40	\$ 6,262.36	\$ 6,575.75	\$ 6,904.56	\$ 7,249.67	Not applicable	Not applicable
Administrative Financial Specialist II	\$ 5,964.40	\$ 6,262.36	\$ 6,575.75	\$ 6,904.56	\$ 7,249.67	\$ 7,612.11	\$ 7,992.75	\$ 8,392.45	Not applicable	Not applicable
Administrative Services Manager I	\$ 9,221.16	\$ 9,682.23	\$ 10,166.35	\$ 10,674.73	\$ 11,208.43	\$ 11,768.81	\$ 12,357.11	\$ 12,975.04	\$ 13,364.29	\$ 13,631.58
Administrative Services Manager II	\$ 10,166.35	\$ 10,674.73	\$ 11,208.43	\$ 11,768.81	\$ 12,357.11	\$ 12,975.04	\$ 13,623.83	\$ 14,305.05	\$ 14,734.20	\$ 15,028.88
Assistant Engineer	\$ 6,603.83	\$ 6,934.20	\$ 7,280.87	\$ 7,644.87	\$ 8,027.07	\$ 8,428.33	\$ 8,849.71	\$ 9,292.23	Not applicable	Not applicable
Associate Engineer	\$ 8,027.07	\$ 8,428.33	\$ 8,849.71	\$ 9,292.23	\$ 9,756.93	\$ 10,244.69	\$ 10,756.89	\$ 11,294.75	Not applicable	Not applicable
Building and Ground Maintenance Worker	\$ 4,042.48	\$ 4,244.41	\$ 4,456.75	\$ 4,679.48	\$ 4,913.48	\$ 5,159.09	\$ 5,417.36	\$ 5,688.11	Not applicable	Not applicable
Collection System/Safety Manager	\$ 8,758.36	\$ 9,196.20	\$ 9,655.88	\$ 10,138.79	\$ 10,645.79	\$ 11,178.09	\$ 11,737.09	\$ 12,323.83	\$ 12,693.55	\$ 12,947.48
District Administrative Assistant	\$ 5,152.16	\$ 5,409.73	\$ 5,680.31	\$ 5,964.40	\$ 6,262.36	\$ 6,575.75	\$ 6,904.56	\$ 7,249.67	Not applicable	Not applicable
District Engineer I	\$ 8,683.13	\$ 9,117.16	\$ 9,573.20	\$ 10,051.77	\$ 10,554.09	\$ 11,081.89	\$ 11,636.04	\$ 12,218.09	\$ 12,584.63	\$ 12,836.32
District Engineer II	\$ 11,081.89	\$ 11,636.04	\$ 12,218.09	\$ 12,828.75	\$ 13,470.25	\$ 14,143.83	\$ 14,850.85	\$ 15,593.41	\$ 16,061.24	\$ 16,382.43
Environmental Services Director	\$ 7,888.40	\$ 8,282.39	\$ 8,696.48	\$ 9,131.37	\$ 9,587.76	\$ 10,067.20	\$ 10,570.56	\$ 11,099.05	Not applicable	Not applicable
Environmental Specialist in Training	\$ 5,339.19	\$ 5,606.12	\$ 5,886.23	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade I	\$ 5,886.23	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	Not Applicable.	Not applicable	Not applicable
Environmental Specialist, Grade II	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	\$ 8,282.39	\$ 8,696.48	Not applicable	Not applicable
Environmental Specialist, Grade III	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	\$ 8,282.39	\$ 8,696.48	\$ 9,131.37	Not applicable	Not applicable
General Manager	By Contract \$18,420.31									
Leadsman Collection Line Worker	\$ 5,445.96	\$ 5,718.27	\$ 6,003.92	\$ 6,304.13	\$ 6,619.08	\$ 6,950.15	\$ 7,298.03	\$ 7,662.89	Not applicable	Not applicable
Line Maintenance Worker	\$ 4,480.32	\$ 4,704.44	\$ 4,939.65	\$ 5,186.65	\$ 5,445.96	\$ 5,718.27	\$ 6,003.92	Not Applicable.	Not applicable	Not applicable
Line Maintenance Worker, Grade I	\$ 4,704.44	\$ 4,939.65	\$ 5,186.65	\$ 5,445.96	\$ 5,718.27	\$ 6,003.92	\$ 6,304.13	Not Applicable.	Not applicable	Not applicable
Line Maintenance Worker, Grade II	\$ 4,939.65	\$ 5,186.65	\$ 5,445.96	\$ 5,718.27	\$ 6,003.92	\$ 6,304.13	\$ 6,619.08	\$ 6,950.15	Not applicable	Not applicable
Line Maintenance Worker, Grade III	\$ 5,186.65	\$ 5,445.96	\$ 5,718.27	\$ 6,003.92	\$ 6,304.13	\$ 6,619.08	\$ 6,950.15	\$ 7,298.03	Not applicable	Not applicable
Operator in Training	\$ 4,612.23	\$ 4,842.76	\$ 5,084.91	\$ 5,339.19	\$ 5,606.12	\$ 5,886.23	\$ 6,180.55	Not Applicable.	Not applicable	Not applicable
Operator, Grade I	\$ 5,084.91	\$ 5,339.19	\$ 5,606.12	\$ 5,886.23	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	Not Applicable.	Not applicable	Not applicable
Operator, Grade II	\$ 5,606.12	\$ 5,886.23	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	Not applicable	Not applicable
Operator, Grade III	\$ 6,180.55	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	\$ 8,282.39	\$ 8,696.48	Not applicable	Not applicable
Operator, Lead	\$ 6,489.60	\$ 6,814.25	\$ 7,155.03	\$ 7,512.79	\$ 7,888.40	\$ 8,282.39	\$ 8,696.48	\$ 9,131.37	Not applicable	Not applicable
Plant Manager I	\$ 8,827.00	\$ 9,268.13	\$ 9,731.28	\$ 10,217.83	\$ 10,728.64	\$ 11,265.11	\$ 11,828.09	\$ 12,419.51	\$ 12,792.10	\$ 13,047.94
Plant Manager II	\$ 9,731.28	\$ 10,217.83	\$ 10,728.64	\$ 11,265.11	\$ 11,828.09	\$ 12,419.51	\$ 13,040.73	\$ 13,692.47	\$ 14,103.27	\$ 14,385.28
Plant Operations and Maintenance Supervisor	\$ 8,282.39	\$ 8,696.48	\$ 9,131.37	\$ 9,587.76	\$ 10,067.20	\$ 10,570.56	\$ 11,099.05	\$ 11,654.07	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 2.4% plus 0.75% to offset cost of employees paying an additional 1% towards their CalPERS pension cost. Employee total pension contribution is 6% as of July 2015.

Board adopted: November 12, 2015

Supersedes: June 25, 2015