



**Las Gallinas Valley Sanitary District**  
**Salary Pay Schedule as of October 31, 2022**

EXHIBIT A

Full Time Positions	Monthly Salary							
	Step 1	Step 2	Step 3	Step 4	Step 5	Longevity 5% <sup>(2)</sup>	Longevity 3% <sup>(3)</sup>	Longevity 2% <sup>(4)</sup>
Administrative Assistant	6,057	6,360	6,678	7,012	7,362	7,730	7,962	N/A
Administrative/Financial Specialist	8,349	8,767	9,205	9,666	10,149	N/A	N/A	N/A
Administrative Services Manager	14,734	15,470	16,244	17,056	17,909	N/A	N/A	N/A
Assistant Engineer	9,216	9,677	10,161	10,669	11,202	11,763	12,115	N/A
Associate Engineer	11,229	11,791	12,380	12,999	13,649	14,332	14,761	N/A
Civil Engineering Technician	7,380	7,749	8,136	8,543	8,970	9,419	9,701	N/A
Collection System/Maintenance/Safety Manager	14,374	15,093	15,848	16,640	17,472	18,346	18,896	19,274
Collection System Operator <sup>(1)</sup>	5,765	6,053	6,356	6,674	7,007	N/A	N/A	N/A
Collection System Operator I <sup>(1)</sup>	6,057	6,360	6,678	7,012	7,362	N/A	N/A	N/A
Collection System Operator II	6,364	6,682	7,016	7,367	7,735	8,122	8,365	N/A
Collection System Operator III	6,853	7,195	7,555	7,933	8,330	8,746	9,009	N/A
Collection System Operator Lead	7,380	7,749	8,136	8,543	8,970	9,419	9,701	N/A
CMMS Technician	7,380	7,749	8,136	8,543	8,970	9,419	9,701	N/A
District Engineer	15,102	15,857	16,650	17,482	18,357	19,274	19,853	20,250
Executive Assistant / Board Secretary	12,479	13,103	13,758	14,446	15,168	15,927	16,405	N/A
Electrical Instrumentation Technician	8,772	9,211	9,671	10,155	10,663	11,196	11,532	N/A
Environmental Services Supervisor	10,688	11,222	11,784	12,373	12,991	13,641	14,050	N/A
Laboratory Analyst-in-Training <sup>(1)</sup>	7,024	7,375	7,744	8,131	8,538	N/A	N/A	N/A
Laboratory Analyst I <sup>(1)</sup>	7,380	7,749	8,136	8,543	8,970	N/A	N/A	N/A
Laboratory Analyst II	8,146	8,553	8,981	9,430	9,901	10,396	10,708	N/A
Laboratory Analyst III	9,447	9,919	10,415	10,936	11,483	12,057	12,418	N/A
Maintenance Supervisor	10,688	11,222	11,784	12,373	12,991	13,641	14,050	N/A
Plant Manager	14,734	15,470	16,244	17,056	17,909	18,804	19,368	19,756
Plant Operator-in-Training <sup>(1)</sup>	6,364	6,682	7,016	7,367	7,735	N/A	N/A	N/A
Plant Operator I <sup>(1)</sup>	6,686	7,020	7,371	7,740	8,126	N/A	N/A	N/A
Plant Operator II	7,380	7,749	8,136	8,543	8,970	9,419	9,701	N/A
Plant Operator III	8,146	8,553	8,981	9,430	9,901	10,396	10,708	N/A
Plant Operator Lead	8,772	9,211	9,671	10,155	10,663	11,196	11,532	N/A
Plant Operations Supervisor	10,688	11,222	11,784	12,373	12,991	13,641	14,050	N/A
Skilled Maintenance Worker I <sup>(1)</sup>	6,364	6,682	7,016	7,367	7,735	N/A	N/A	N/A
Skilled Maintenance Worker II	7,380	7,749	8,136	8,543	8,970	9,419	9,701	N/A
General Manager <sup>(5)</sup>	23,333							

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

- (1) Represented employees in entry level classifications and unrepresented employees hired after 7/1/2016 are not eligible for longevity pay.
- (2) Longevity Pay equal to 5% of salary is given beginning on the 7th year of employment, longevity shown is for employees at top regular step 5.
- (3) Additional Longevity Pay equal to 3% of salary is given beginning on the 11th year of employment, longevity shown is for employees at top regular step 5.
- (4) Additional Longevity Pay equal to 2% of salary is given beginning on the 16th year of employment for management hired prior to 7/1/2016.
- (5) The General Manager position is a contract position. New GM contract start date is 8-8-2022, salary effective 8-8-2022.

Resolution No. 2022-2286  
 Revised / Adopted 10/20/2022