



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.

Board adopted: 12/14/2017