



Las Gallinas Valley Sanitary District
Salary Pay Schedule as of July 1, 2021

EXHIBIT A

Full Time Positions	Monthly Salary							
	Step 1	Step 2	Step 3	Step 4	Step 5	Longevity 5% ⁽²⁾	Longevity 3% ⁽³⁾	Longevity 2% ⁽⁴⁾
Administrative Assistant	5,895	6,190	6,499	6,824	7,165	7,523	7,749	N/A
Administrative/Financial Specialist	8,126	8,532	8,959	9,407	9,877	N/A	N/A	N/A
Administrative Services Manager	14,339	15,056	15,809	16,600	17,429	N/A	N/A	N/A
Assistant Engineer	8,970	9,418	9,889	10,383	10,903	11,448	11,791	N/A
Associate Engineer	10,929	11,475	12,049	12,651	13,284	13,948	14,366	N/A
Civil Engineering Technician	7,182	7,541	7,918	8,314	8,730	9,167	9,442	N/A
Collection System/Maintenance/Safety Manager	13,990	14,689	15,423	16,195	17,004	17,855	18,390	18,758
Collection System Operator ⁽¹⁾	5,611	5,891	6,186	6,495	6,820	N/A	N/A	N/A
Collection System Operator I ⁽¹⁾	5,895	6,190	6,499	6,824	7,165	N/A	N/A	N/A
Collection System Operator II	6,193	6,503	6,828	7,169	7,528	7,904	8,141	N/A
Collection System Operator III	6,669	7,003	7,353	7,721	8,107	8,512	8,767	N/A
Collection System Operator Lead	7,182	7,541	7,918	8,314	8,730	9,167	9,442	N/A
CMMS Technician	7,182	7,541	7,918	8,314	8,730	9,167	9,442	N/A
District Engineer	14,698	15,433	16,204	17,014	17,865	18,758	19,321	19,708
District Secretary	7,734	8,121	8,527	8,954	9,401	9,871	10,168	N/A
Electrical Instrumentation Technician	7,734	8,121	8,527	8,954	9,401	9,871	10,168	N/A
Environmental Services Director	9,901	10,396	10,916	11,461	12,034	12,636	13,015	N/A
Laboratory Analyst-in-Training ⁽¹⁾	6,836	7,178	7,537	7,914	8,309	N/A	N/A	N/A
Laboratory Analyst I ⁽¹⁾	7,182	7,541	7,918	8,314	8,730	N/A	N/A	N/A
Laboratory Analyst II	7,928	8,324	8,740	9,177	9,636	10,118	10,422	N/A
Laboratory Analyst III	9,194	9,654	10,136	10,643	11,175	11,734	12,086	N/A
Maintenance Supervisor	10,402	10,922	11,468	12,042	12,644	13,276	13,674	N/A
Plant Manager	14,339	15,056	15,809	16,600	17,429	18,301	18,850	19,227
Plant Operator-in-Training ⁽¹⁾	6,193	6,503	6,828	7,169	7,528	N/A	N/A	N/A
Plant Operator I ⁽¹⁾	6,507	6,832	7,174	7,532	7,909	N/A	N/A	N/A
Plant Operator II	7,182	7,541	7,918	8,314	8,730	9,167	9,442	N/A
Plant Operator III	7,928	8,324	8,740	9,177	9,636	10,118	10,422	N/A
Plant Operator Lead	8,537	8,964	9,412	9,883	10,377	10,896	11,223	N/A
Plant Operations Supervisor	10,402	10,922	11,468	12,042	12,644	13,276	13,674	N/A
Skilled Maintenance Worker I ⁽¹⁾	6,193	6,503	6,828	7,169	7,528	N/A	N/A	N/A
Skilled Maintenance Worker II	7,182	7,541	7,918	8,314	8,730	9,167	9,442	N/A
General Manager ⁽⁵⁾	22,399							

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 (GM) position is a contract position with 3.25% COLA effective 7/1/21. The salary was established by the Board of Directors on 1/21/202

Resolution No. 2022-2239

Adopted 3/3/2022