

RESOLUTION NO: 2632

A RESOLUTION OF THE BOARD OF DIRECTORS OF LAS VIRGENES MUNICIPAL WATER DISTRICT ESTABLISHING SALARIES FOR EMPLOYEES

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF LAS VIRGENES MUNICIPAL WATER DISTRICT as follows:

Section 1. Purpose and Scope

This resolution establishes salary levels for employees.

Section 2. General and Office Unit Classifications: Effective January 1, 2024

(a) Effective January 1, 2024, classifications in the General Unit and Office Unit shall be paid between the following starting and ending salaries.

General Unit

Classification	Range	Time Base	Starting Salary	Ending Salary
Backflow Inspector	59	Hourly	\$37,190.00	\$51,277.50
		Monthly	\$6,446.27	\$8,888.10
		Annual	\$77,355.20	\$106,657.20
Collection Systems Mechanic I	43	Hourly	\$31,722.30	\$43,731.00
		Monthly	\$5,498.53	\$7,580.04
		Annual	\$65,982.28	\$90,960.48
Collection Systems Mechanic II	58	Hourly	\$36,828.60	\$50,780.50
		Monthly	\$6,383.62	\$8,801.95
		Annual	\$76,603.54	\$105,623.44
Compliance Inspector	59	Hourly	\$37,190.00	\$51,277.50
		Monthly	\$6,446.27	\$8,888.10
		Annual	\$77,355.20	\$106,657.20
Cross Connection Inspector	64	Hourly	\$39,087.90	\$53,898.40
		Monthly	\$6,775.24	\$9,342.40
		Annual	\$81,302.78	\$112,108.62
Electrical/Instrumentation Technician I	51	Hourly	\$34,343.10	\$47,357.30
		Monthly	\$5,952.81	\$8,208.61
		Annual	\$71,433.70	\$98,503.08
Electrical/Instrumentation Technician II	66	Hourly	\$39,878.70	\$54,983.00
		Monthly	\$6,912.30	\$9,530.38
		Annual	\$82,947.80	\$114,364.64
Electrician	56	Hourly	\$36,071.60	\$49,741.10
		Monthly	\$6,252.42	\$8,621.79
		Annual	\$75,028.98	\$103,461.54
Facilities Inspector	68	Hourly	\$40,680.90	\$56,090.00
		Monthly	\$7,051.36	\$9,722.27
		Annual	\$84,616.22	\$116,667.20
Facilities Maintenance Worker	40	Hourly	\$30,784.60	\$42,443.30
		Monthly	\$5,335.99	\$7,356.84
		Annual	\$64,032.02	\$88,281.96

Field Operations Technician I	22	Hourly	\$25.7348	\$35.4842
		Monthly	\$4,460.70	\$6,150.59
		Annual	\$53,528.28	\$73,807.24
Field Operations Technician II	32	Hourly	\$28.4347	\$39.2010
		Monthly	\$4,928.68	\$6,794.84
		Annual	\$59,144.28	\$81,538.08
Fleet Coordinator	50	Hourly	\$34.0043	\$46.8943
		Monthly	\$5,894.07	\$8,128.35
		Annual	\$70,728.84	\$97,540.04
Laboratory Assistant	43	Hourly	\$31.7223	\$43.7310
		Monthly	\$5,498.53	\$7,580.04
		Annual	\$65,982.28	\$90,960.48
Laboratory Technician I	53	Hourly	\$35.0323	\$48.3064
		Monthly	\$6,072.27	\$8,373.11
		Annual	\$72,867.08	\$100,477.26
Laboratory Technician II	68	Hourly	\$40.6809	\$56.0900
		Monthly	\$7,051.36	\$9,722.27
		Annual	\$84,616.22	\$116,667.20
Maintenance Mechanic I	43	Hourly	\$31.7223	\$43.7310
		Monthly	\$5,498.53	\$7,580.04
		Annual	\$65,982.28	\$90,960.48
Maintenance Mechanic II	58	Hourly	\$36.8286	\$50.7805
		Monthly	\$6,383.62	\$8,801.95
		Annual	\$76,603.54	\$105,623.44
Resource Conservation Specialist I	32	Hourly	\$28.4347	\$39.2010
		Monthly	\$4,928.68	\$6,794.84
		Annual	\$59,144.28	\$81,538.08
Resource Conservation Specialist II	46	Hourly	\$32.6825	\$45.0641
		Monthly	\$5,664.97	\$7,811.11
		Annual	\$67,979.60	\$93,733.38
Sr. Field Customer Service Representative	54	Hourly	\$35.3826	\$48.7922
		Monthly	\$6,132.98	\$8,457.31
		Annual	\$73,595.86	\$101,487.88
Sr. Electrical/Instrumentation Technician	74	Hourly	\$43.1776	\$59.5470
		Monthly	\$7,484.11	\$10,321.48
		Annual	\$89,809.46	\$123,857.76
Sr. Maintenance Mechanic	66	Hourly	\$39.8787	\$54.9830
		Monthly	\$6,912.30	\$9,530.38
		Annual	\$82,947.80	\$114,364.64
Sr. Water Construction Specialist	63	Hourly	\$38.7038	\$53.3675
		Monthly	\$6,708.66	\$9,250.37
		Annual	\$80,503.80	\$111,004.40
Sr. Water Distribution Operator	70	Hourly	\$41.4942	\$57.2085
		Monthly	\$7,192.33	\$9,916.14
		Annual	\$86,308.04	\$118,993.68
Sr. Water Reclamation Plant Operator	70	Hourly	\$41.4942	\$57.2085
		Monthly	\$7,192.33	\$9,916.14
		Annual	\$86,308.04	\$118,993.68
Sr. Water Treatment Plant Operator	74	Hourly	\$43.1776	\$59.5470
		Monthly	\$7,484.11	\$10,321.48
		Annual	\$89,809.46	\$123,857.76

Water Distribution Operator I	32	Hourly	\$28.4347	\$39.2010
		Monthly	\$4,928.68	\$6,794.84
		Annual	\$59,144.28	\$81,538.08
Water Distribution Operator II	42	Hourly	\$31.4059	\$43.3018
		Monthly	\$5,443.69	\$7,505.64
		Annual	\$65,324.22	\$90,067.64
Water Distribution Operator III	64	Hourly	\$39.0879	\$53.8984
		Monthly	\$6,775.24	\$9,342.40
		Annual	\$81,302.78	\$112,108.62
Water Reclamation Plant Operator I	32	Hourly	\$28.4347	\$39.2010
		Monthly	\$4,928.68	\$6,794.84
		Annual	\$59,144.28	\$81,538.08
Water Reclamation Plant Operator II	42	Hourly	\$31.4059	\$43.3018
		Monthly	\$5,443.69	\$7,505.64
		Annual	\$65,324.22	\$90,067.64
Water Reclamation Plant Operator III	62	Hourly	\$38.3197	\$52.8365
		Monthly	\$6,642.09	\$9,158.32
		Annual	\$79,705.08	\$109,899.92
Water Reclamation Plant Operator in Training	22	Hourly	\$25.7348	\$35.4842
		Monthly	\$4,460.70	\$6,150.59
		Annual	\$53,528.28	\$73,807.24
Water Treatment Plant Operator I	32	Hourly	\$28.4347	\$39.2010
		Monthly	\$4,928.68	\$6,794.84
		Annual	\$59,144.28	\$81,538.08
Water Treatment Plant Operator II	42	Hourly	\$31.4059	\$43.3018
		Monthly	\$5,443.69	\$7,505.64
		Annual	\$65,324.22	\$90,067.64
Water Treatment Plant Operator III	64	Hourly	\$39.0879	\$53.8984
		Monthly	\$6,775.24	\$9,342.40
		Annual	\$81,302.78	\$112,108.62

Office Unit

Classification	Range	Time Base	Starting Salary	Ending Salary
Accounting Technician	40	Hourly	\$30.7846	\$42.4433
		Monthly	\$5,335.99	\$7,356.84
		Annual	\$64,032.02	\$88,281.96
Accounting Technician (Payroll)	61	Hourly	\$37.9357	\$52.3168
		Monthly	\$6,575.52	\$9,068.24
		Annual	\$78,906.36	\$108,818.84
Administrative Assistant	42	Hourly	\$31.4059	\$43.3018
		Monthly	\$5,443.69	\$7,505.64
		Annual	\$65,324.22	\$90,067.64
Administrative Specialist - Risk Management	61	Hourly	\$37.9357	\$52.3168
		Monthly	\$6,575.52	\$9,068.24
		Annual	\$78,906.36	\$108,818.84
Customer Service Representative	33	Hourly	\$28.7172	\$39.5962
		Monthly	\$4,977.64	\$6,863.35
		Annual	\$59,731.88	\$82,360.20

Engineering Technician I	53	Hourly	\$35.0323	\$48.3064
		Monthly	\$6,072.27	\$8,373.11
		Annual	\$72,867.08	\$100,477.26
Engineering Technician II	63	Hourly	\$38.7038	\$53.3675
		Monthly	\$6,708.66	\$9,250.37
		Annual	\$80,503.80	\$111,004.40
GIS Coordinator	80	Hourly	\$45.8324	\$63.1960
		Monthly	\$7,944.28	\$10,953.97
		Annual	\$95,331.34	\$131,447.68
Network and Security Technician	52	Hourly	\$34.6934	\$47.8320
		Monthly	\$6,013.52	\$8,290.88
		Annual	\$72,162.22	\$99,490.56
Purchasing/Warehouse Specialist	46	Hourly	\$32.6825	\$45.0641
		Monthly	\$5,664.97	\$7,811.11
		Annual	\$67,979.60	\$93,733.38
Senior Accounting Technician	61	Hourly	\$37.9357	\$52.3168
		Monthly	\$6,575.52	\$9,068.24
		Annual	\$78,906.36	\$108,818.84
Systems Coordinator	80	Hourly	\$45.8324	\$63.1960
		Monthly	\$7,944.28	\$10,953.97
		Annual	\$95,331.34	\$131,447.68
Technology Support Specialist	52	Hourly	\$34.6934	\$47.8320
		Monthly	\$6,013.52	\$8,290.88
		Annual	\$72,162.22	\$99,490.56

(b) Whenever possible, personnel will be hired at the above listed starting salary. With the approval of the General Manager, advanced step placement is possible to recruit an exceptionally well qualified candidate or to complete a difficult recruitment. Employees will be subject to annual merit review for possible increases in accordance with the units' collective bargaining agreement.

Section 3. Supervisor, Professional & Confidential Unit Classifications: Effective January 1, 2024

(a) Effective January 1, 2024, classifications in the Supervisor, Professional & Confidential Unit shall be paid between the following starting and ending salaries.

Classification	Range	Time Base	Starting Salary	Ending Salary
Accountant	M66	Hourly	\$44.2359	\$57.5155
		Monthly	\$7,667.55	\$9,969.35
		Annual	\$92,010.62	\$119,632.24
Accounting Supervisor	M98	Hourly	\$60.5834	\$78.7696
		Monthly	\$10,501.13	\$13,653.39
		Annual	\$126,013.42	\$163,840.82
Assistant Engineer	M79	Hourly	\$50.3607	\$65.4678
		Monthly	\$8,729.18	\$11,347.75
		Annual	\$104,750.36	\$136,172.92
Associate Engineer	M92	Hourly	\$57.3051	\$74.5165
		Monthly	\$9,932.88	\$12,916.20
		Annual	\$119,194.66	\$154,994.32

Chief Water Reclamation Plant Operator	M88	Hourly	\$55.0789	\$71.6148
		Monthly	\$9,547.01	\$12,413.23
		Annual	\$114,564.06	\$148,958.68
Compost Operations Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Construction Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Customer Service Office Supervisor	M85	Hourly	\$53.4618	\$69.4993
		Monthly	\$9,266.72	\$12,046.54
		Annual	\$111,200.44	\$144,558.44
Customer Service Operations Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Customer Service Programs Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Electrical/Instrumentation Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Engineering Program Manager	M114	Hourly	\$71.2381	\$92.6140
		Monthly	\$12,347.94	\$16,053.10
		Annual	\$148,175.30	\$192,637.12
Facilities Maintenance Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Financial Analyst I	M63	Hourly	\$42.9511	\$55.8321
		Monthly	\$7,444.86	\$9,677.56
		Annual	\$89,338.34	\$116,130.82
Financial Analyst II	M77	Hourly	\$49.3528	\$64.1830
		Monthly	\$8,554.49	\$11,125.05
		Annual	\$102,653.72	\$133,500.64
Human Resources Analyst I	M63	Hourly	\$42.9511	\$55.8321
		Monthly	\$7,444.86	\$9,677.56
		Annual	\$89,338.34	\$116,130.82
Human Resources Analyst II	M77	Hourly	\$49.3528	\$64.1830
		Monthly	\$8,554.49	\$11,125.05
		Annual	\$102,653.72	\$133,500.64
Human Resources Coordinator	M50	Hourly	\$37.3674	\$48.5738
		Monthly	\$6,477.02	\$8,419.46
		Annual	\$77,724.14	\$101,033.40
Legislative Program Manager	M108	Hourly	\$67.1956	\$87.3753
		Monthly	\$11,647.23	\$15,145.05
		Annual	\$139,766.90	\$181,740.52
Management Analyst I	M63	Hourly	\$42.9511	\$55.8321
		Monthly	\$7,444.86	\$9,677.56
		Annual	\$89,338.34	\$116,130.82
Management Analyst II	M77	Hourly	\$49.3528	\$64.1830
		Monthly	\$8,554.49	\$11,125.05
		Annual	\$102,653.72	\$133,500.64

Network & Security Engineer	M98	Hourly	\$60.5834	\$78.7696
		Monthly	\$10,501.13	\$13,653.39
		Annual	\$126,013.42	\$163,840.82
Principal Technology Analyst	M98	Hourly	\$60.5834	\$78.7696
		Monthly	\$10,501.13	\$13,653.39
		Annual	\$126,013.42	\$163,840.82
Public Affairs Associate I	M63	Hourly	\$42.9511	\$55.8321
		Monthly	\$7,444.86	\$9,677.56
		Annual	\$89,338.34	\$116,130.82
Public Affairs Associate II	M77	Hourly	\$49.3528	\$64.1830
		Monthly	\$8,554.49	\$11,125.05
		Annual	\$102,653.72	\$133,500.64
Purchasing Supervisor	M85	Hourly	\$53.4618	\$69.4993
		Monthly	\$9,266.72	\$12,046.54
		Annual	\$111,200.44	\$144,558.44
Resource Conservation Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Senior Engineer	M108	Hourly	\$67.1956	\$87.3753
		Monthly	\$11,647.23	\$15,145.05
		Annual	\$139,766.90	\$181,740.52
SCADA Analyst	M85	Hourly	\$53.4618	\$69.4993
		Monthly	\$9,266.72	\$12,046.54
		Annual	\$111,200.44	\$144,558.44
Technical Services Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Water Quality Supervisor	M88	Hourly	\$55.0789	\$71.6148
		Monthly	\$9,547.01	\$12,413.23
		Annual	\$114,564.06	\$148,958.68
Water Systems Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22
Water Treatment Supervisor	M87	Hourly	\$54.5473	\$70.9059
		Monthly	\$9,454.86	\$12,290.35
		Annual	\$113,458.28	\$147,484.22

(b) Starting and ending figures establish pay limits with no fixed intermediate steps. Movement of an employee between the figures shall be based on performance and in accordance with the unit's collective bargaining agreement.

Section 4. Management Unit Classifications: Effective January 1, 2024

(a) Effective January 1, 2024, classifications in the Management Unit shall be paid between the following starting and ending salaries.

Classification	Range	Time Base	Starting Salary	Ending Salary
Customer Service Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Executive Assistant/Clerk of the Board	E96	Hourly	\$56.1805	\$78.6478
		Monthly	\$9,737.95	\$13,632.27
		Annual	\$116,855.36	\$163,587.26
Facilities Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Facilities Manager/Engineer	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Finance Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Finance Manager/CPA	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Information Systems Manager	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Principal Engineer	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Public Affairs & Communications Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Resource Conservation Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Water Reclamation Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Water Reclamation Manager/Engineer	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Water Systems Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Water Systems Manager/Engineer	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31

(b) Starting and ending figures establish pay limits with no fixed intermediate steps. Movement of an employee between the figures shall be based on performance and in accordance with the unit's collective bargaining agreement.

Section 5. Unrepresented Classifications: Effective January 1, 2024

(a) Effective January 1, 2024, classifications that are unrepresented shall be paid between the following starting and ending salaries.

Classification	Range	Time Base	Starting Salary	Ending Salary
Director of Facilities & Operations	E142	Hourly	\$90.2525	\$137.7116
		Monthly	\$15,643.77	\$23,870.01
		Annual	\$187,725.19	\$286,440.12
Director of Finance & Administration	E142	Hourly	\$90.2525	\$137.7116
		Monthly	\$15,643.77	\$23,870.01
		Annual	\$187,725.19	\$286,440.12
Director of Engineering & External Affairs	E142	Hourly	\$90.2525	\$137.7116
		Monthly	\$15,643.77	\$23,870.01
		Annual	\$187,725.19	\$286,440.12
Human Resources Manager	E122	Hourly	\$72.7759	\$101.8733
		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31

- (b) Starting and ending figures establish pay limits with no fixed intermediate steps. Movement of an employee between the figures shall be based on performance and with the approval of the General Manager.

Section 6. Employment Contract Positions

- (a) The General Manager position will be paid in accordance with a signed and approved employment contract to be amended by the Board as deemed necessary.

Classification	Hourly Rate	Annual Salary
General Manager	\$168.5704	\$350,626.40

Section 7. Temporary Positions

- (a) Temporary positions are not eligible for benefits other than salary; and temporary part-time positions shall be paid in accordance with the type of work performed.
- (b) Student Workers shall be paid in accordance with the current California Minimum Wage.
- (c) Interns:
- (1) Candidates for Bachelor degree programs shall be paid \$16.50 per hour.
 - (2) Candidates for Master degree programs shall be paid \$18.50 per hour.
 - (3) Candidates for Doctoral degree programs shall be paid \$20.50 per hour.

PASSED, APPROVED AND ADOPTED this 19th day of December 2023.

Board President

ATTEST:

Board Secretary

APPROVED AS TO FORM:

District Counsel

(SEAL)