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	\$37.1900	\$51.2775
•		Monthly	\$6,446.27	\$8,888.10
		Annual	\$77,355.20	\$106,657.20
Collection Systems Mechanic I	43	Hourly	\$31.7223	\$43.7310
·		Monthly	\$5,498.53	\$7,580.04
		Annual	\$65,982.28	\$90,960.48
Collection Systems Mechanic II	58	Hourly	\$36.8286	\$50.7805
		Monthly	\$6,383.62	\$8,801.95
		Annual	\$76,603.54	\$105,623.44
Compliance Inspector	59	Hourly	\$37.1900	\$51.2775
		Monthly	\$6,446.27	\$8,888.10
		Annual	\$77,355.20	\$106,657.20
Cross Connection Inspector	64	Hourly	\$39.0879	\$53.8984
,		Monthly	\$6,775.24	\$9,342.40
		Annual	\$81,302.78	\$112,108.62
Electrical/Instrumentation Technician I	51	Hourly	\$34.3431	\$47.3573
		Monthly	\$5,952.81	\$8,208.61
		Annual	\$71,433.70	\$98,503.08
Electrical/Instrumentation Technician II	66	Hourly	\$39.8787	\$54.9830
		Monthly	\$6,912.30	\$9,530.38
		Annual	\$82,947.80	\$114,364.64
Electrician	56	Hourly	\$36.0716	\$49.7411
		Monthly	\$6,252.42	\$8,621.79
		Annual	\$75,028.98	\$103,461.54
Facilities Inspector	68	Hourly	\$40.6809	\$56.0900
, 		Monthly	\$7,051.36	\$9,722.27
		Annual	\$84,616.22	\$116,667.20
Facilities Maintenance Worker	40	Hourly	\$30.7846	\$42.4433
		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
		Monthly Annual	\$7,192.33 \$86,308.04	
Sr. Water Treatment Plant Operator	74	•		
Sr. Water Treatment Plant Operator		Annual	\$86,308.04	\$118,993.68

Water Distribution Operator I	32	Hourly	\$28.4347	\$39.2010
Vidio Distribution operator		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
vator bioribation operator		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
Trace Trace and the second sec		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
viator resolution right operator i		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
Trace resident and participation of the second seco		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
Trace resident to the second s		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
Trade		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
Trade		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
, toodanang roommoter		Monthly	\$5,335.99	\$7,356.84
		Annual	\$64,032.02	\$88,281.96
Accounting Technician (Payroll)	61	Hourly	\$37.9357	\$52.3168
, 1000anang 100mmonan (100g, 100g, 100g		Monthly	\$6,575.52	\$9,068.24
		Annual	\$78,906.36	\$108,818.84
Administrative Assistant	42	Hourly	\$31.4059	\$43.3018
/ tariiii da da ta / tariii da tarii da ta / tariii da ta / tarii da ta / tariii da ta		Monthly	\$5,443.69	\$7,505.64
		Annuaĺ	\$65,324.22	\$90,067.64
Administrative Specialist - Risk Management	61	Hourly	\$37.9357	\$52.3168
, tarimion date opposition		Monthly	\$6,575.52	\$9,068.24
		Annuaĺ	\$78,906.36	\$108,818.84
Customer Service Representative	33	Hourly	\$28.7172	\$39.5962
Cucionia. Control representation		Monthly	\$4,977.64	\$6,863.35
		Annuaĺ	\$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

Monthly					
Annual \$114,564.06 \$148,958.86 \$12,290.35 \$147,464.22 \$147,464.25 \$147,4	Chief Water Reclamation Plant Operator	M88	Hourly	\$55.0789	\$71.6148
Mar			Monthly	\$9,547.01	\$12,413.23
Monthly			Annual	\$114,564.06	\$148,958.68
Monthly	Compost Operations Supervisor	M87	Hourly	\$54.5473	\$70.9059
Construction Supervisor	The state of the s		Monthly	\$9,454.86	
Month/y			Annual	\$113,458.28	\$147,484.22
Monthly	Construction Supervisor	M87	Hourly	\$54.5473	\$70.9059
Customer Service Office Supervisor M85 Hourly Monthly \$9,266.72 \$1,204.54 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,4558.44 \$14,458.44 \$14,4558.44			Monthly	\$9,454.86	\$12,290.35
Monthly Annual \$112,00.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$144,058.44 \$14,058.44 \$144,058.44			Annual	\$113,458.28	\$147,484.22
Monthly	Customer Service Office Supervisor	M85	Hourly	\$53.4618	\$69.4993
Annual \$111,200.44 \$144,558.44	3.3.3.		Monthly	\$9,266.72	\$12,046.54
Monthly Annual \$13,458.28 \$147,484.25			•	\$111,200.44	\$144,558.44
Monthly	Customer Service Operations Supervisor	M87	Hourly	\$54.5473	\$70.9059
Customer Service Programs Supervisor M87	Customor Corvice operations cuperines.		•	\$9.454.86	\$12,290.35
Customer Service Programs Supervisor					
Monthly	Customer Service Programs Supervisor	M87			
Annual \$113,458.28 \$147,484.22 \$70,9056 Annual \$13,458.28 \$147,484.22 \$148,175.30 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$113,458.28 \$147,484.22 \$147,484.22 \$148,175.30 \$192,637.12 \$192,637.12 \$133,458.28 \$147,484.22 \$147,484.22 \$148,175.30 \$192,637.12 \$148,175.30 \$192,637.12 \$148,175.30 \$192,637.12 \$148,175.30	Custoffier octvice i regiume cupervicer	14101	•	0.00	
Electrical/Instrumentation Supervisor			•	• •	0.000
Monthly	Flootrical/Instrumentation Supervisor	M87			
Engineering Program Manager M114 Hourly Monthly Annual Hourly Monthly Annual Hourly Monthly Annual Hourly Monthly Annual Hourly S71.2381 S92.614C Monthly Annual S148,175.30 S192,637.12 Facilities Maintenance Supervisor M87 Hourly Monthly Annual S113,458.28 S147,484.22 Financial Analyst I M63 Hourly Monthly S7,444.86 S9,677.56 Annual Hourly Monthly S8,554.49 S11,125.05 Monthly Annual Monthly S8,338.34 S116,130.82 Human Resources Analyst II M77 Hourly Monthly Monthly S8,554.49 S11,125.05 Monthly S8,338.34 S116,130.82 Human Resources Coordinator M50 Hourly Monthly Monthly Monthly Monthly S102,653.72 S133,500.64 Monthly Monthly Monthly S8,554.49 S11,125.05 Monthly Monthly S102,653.72 S133,500.64 Monthly S102,653.72	Liectifical/instrumentation oupervisor	10107		· ·	
Engineering Program Manager M114 Hourly \$12,347.94 \$16,053.10 \$192,637.12 \$17.00 \$192,637.12 \$18.10 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$192,637.12 \$113,458.28 \$147,484.22 \$113,458.28 \$147,484.22 \$113,458.28 \$147,484.22 \$113,458.28 \$147,484.22 \$113,458.28 \$147,484.22 \$110,458.29 \$					
Monthly	Engineering Program Manager	M114			
Annual \$148,175.30 \$192,637.12	Engineering Program Manager	141114	•	•	
Facilities Maintenance Supervisor			•	0.50	271-511- 117
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Annual \$89,338.34 \$116,130.82 Management Analyst II M77 Hourly \$49.3528 \$64.1830 Monthly \$8,554.49 \$11,125.05	Management Analyst I	M63	•		The state of the s
Management Analyst II M77 Hourly \$49.3528 \$64.1830 Monthly \$8,554.49 \$11,125.05			•		
Monthly \$8,554.49 \$11,125.05					
	Management Analyst II	M77	•	·	Control of the contro
Annual \$102,653.72 \$133,500.64			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
	M87	Hourly Monthly	\$54.5473 \$9,454.86	\$70.9059 \$12,290.35

(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
, manos managen er i		Monthly	\$12,614.49	\$17,658.03
		Annual	\$151,373.85	\$211,896.31
Information Systems Manager	E122	Hourly	\$72.7759	\$101.8733
Thomas of Stories Manager		Monthly	\$12,614.49	\$17,658.03
		Annuaĺ	\$151,373.85	\$211,896.31
Principal Engineer	E122	Hourly	\$72.7759	\$101.8733
T Timespan Englished		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
, 1000 and 0 construction of 0		Monthly	\$11,647.16	\$16,308.43
		Annual	\$139,765.86	\$195,701.14
Water Reclamation Manager	E114	Hourly	\$67.1951	\$94.0871
, valor rice and an analysis		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
		Annuaĺ	\$151,373.85	\$211,896.31
Water Systems Manager	E114	Hourly	\$67.1951	\$94.0871
		Monthly	\$11,647.16	\$16,308.43
		Annuaĺ	\$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	

(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

APPROVED AS TO FORM:

Board Secretary

District Counsel

Salary Resolution 2024

(SEAL)