



# Management Compensation Plan

**PLACER COUNTY WATER AGENCY  
COMPENSATION PLAN**

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**PLACER COUNTY WATER AGENCY  
MANAGEMENT COMPENSATION PLAN**

**ARTICLE 1**  
**PREAMBLE**

This document, and the policies stated in it, constitutes a description of the compensation, as well as other terms and conditions of employment, for members of the management team (exempt employees). This document does not create a binding agreement between the Agency and the management employees. It is simply a statement of policy subject to change or modification at any time and at the sole discretion of the PCWA Board of Directors.

**ARTICLE 2**  
**STATUS/WORK DAY AND WORK WEEK DEFINED**

- (a) The employees covered under this policy are generally FLSA exempt and are not eligible for overtime for work in excess of eight hours in a day or 40 hours in a week. Furthermore, employees in this group will not be docked pay for partial days of absence. Notwithstanding the preceding statement, employees covered by this policy will have their leave balance docked for any absences from work of greater than two (2) hours.

The Agency can and does require employees covered under this agreement to work established schedules.

A standard business day is Monday through Friday, 8:00 a.m. to 5:00 p.m. It is understood that there are employees covered under this agreement whose standard business day may be different; i.e., Monday through Friday, 7:00 a.m. to 3:30 p.m.

- (b) The official work week shall begin at 5:01 PM on Friday and end at 5:00 PM on the following Friday.

**ARTICLE 3**  
**ADMINISTRATIVE LEAVE**

Employees will receive a maximum credit of 72 hours per year of Administrative Leave. If Administrative Leave is not used by the employee within the calendar year in which it is granted, the Administrative leave, or any balance thereof, may not be carried over into the next calendar year. In addition, employees are not entitled to be cashed out for any unused balances of Administrative Leave with the provisions that there is no carry over to the following years, and there is no pay-off for unused Administrative Leave.

**ARTICLE 4**  
**HOLIDAYS/HOLIDAY PAY**

Subject to the needs of the Agency, employees covered under this policy will be allowed time off for the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day (the third Monday in January)
- President's Day Observance (the third Monday in February)
- Memorial Day Observance (the last Monday in May)
- Independence Day
- Labor Day Observance (the first Monday in September)
- Veterans Day Observance (November 11)
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day
- Every day appointed by the President or Governor for a public fast, Thanksgiving or holiday and approved by the Agency.

When any of the above holidays fall on a Sunday, the Monday following shall be observed as the holiday. When any of the above holidays fall on a Saturday, employees shall be entitled to a holiday on the preceding Friday unless the Board of Directors, by Minute Order, directs that eight (8) hours be added to each full-time employee's annual vacation leave.

In addition to the holidays listed above, employees covered by this policy shall be entitled to three (3) floating holidays to be taken at each employee's discretion annually. The scheduling of these floating holidays must be approved by the General Manager, or his/her designee, in order to ensure that all operational needs of the Agency are being met. All three (3) floating holidays must be taken prior to the last pay period in December.

### CALCULATION OF HOLIDAYS

- (a) If a holiday occurs during the time an employee is on an unpaid "leave of absence," the employee shall be entitled to substitute the paid holiday day for an unpaid leave day. In addition, employees shall be required to use all three (3) floating holidays during any unpaid leave of absence.
- (b) When any of the above holidays fall during a regular scheduled vacation or sick leave period, the holiday shall be counted as holiday leave and not a vacation day.

### ARTICLE 5 SICK LEAVE

PCWA provides sick leave benefits to compensate for those occasional instances when absences are necessitated because of illness, injury, or any other temporary disability. Sick leave is a contingency leave entitlement and only applies if it is needed.

Sick leave is defined to mean absence from duty by an employee because of:

- (a) an employee's own illness or injury or exposure to contagious diseases which incapacitates the employee from performing his/her duties, or medical, dental, vision (and related health) appointments of employee and employee's immediate family members when such appointments cannot be arranged during off-duty hours and when the employee's presence is required;
- (b) attendance upon a member of his/her immediate family because of illness, injury, death, or exposure to contagious disease and where the attendance of such employee is definitely required.

As used in this section, "immediate family" means husband, wife, child, brother, sister, parent, spouse's parents or close relative.

### HOW COMPUTED

- (a) Each full-time Agency employee shall be entitled to sick leave which shall accrue on the basis of 0.0462 hours for each paid regularly scheduled working hour of full-time employment. Part-time regular employees shall be entitled to sick leave which shall accrue in the same proportion to one day for each full month continuous service that their work time bears to the normal work day for a full-time employee.
- (b) Unused sick leave may be accumulated from year to year.

HOW TAKEN

- (a) Sick leave shall be taken in minimum units of one-quarter hour.
- (b) It shall not be allowed, or taken, until earned or donated by others in conformance with the provisions of this compensation plan.

PAYMENT FOR UNUSED SICK LEAVE UPON TERMINATION OF EMPLOYMENT

Employees leaving the Agency's employ in good standing with more than one (1) year of continuous service may, upon request, be paid the monetary value of the earned sick leave, subject to the following provisions:

- (a) "Good Standing," as used in this Section, shall mean employees who gave the required minimum two (2) weeks notice and who have not been discharged for cause. It shall also mean employees who have been laid off.
- (b) Accrued sick leave hours for employees shall be paid at the following percentages of the employee's hourly rate at the time of the employee's termination or retirement, with no maximum in the amount of payment.

<u>Years of Agency Service</u>	<u>Percentage Upon Termination</u>	<u>Percentage Upon Retirement</u>
0-5	50%	50%

The percentage paid upon retirement shall be increased (up to a maximum of 100%) by 3-1/3% for each year of service over five (5) years. For purposes of determining years of service in this computation only, any fraction of a year consisting of six months plus one day of continuous employment shall be deemed one (1) full year of service. The percentage paid upon termination shall remain at 50% regardless of years of service.

- (c) The benefits granted hereunder shall not become a vested right of any employee, but rather are subject to amendment in the same manner as all other provisions relating to compensation.
- (d) Employees receiving compensation under this section shall not be eligible for reinstatement within ninety (90) days after effective date of termination.
- (e) If an employee with more than one (1) year of continuous service dies, the benefits payable under subparagraphs (a) through (c) above shall be payable to his/her surviving spouse or, if there is no surviving spouse at the time of such death, to his/her heirs.

- (f) Notwithstanding the provisions of subparagraph (b) above, any employee retiring from Agency's service and eligible to receive Public Employees' Retirement System benefits at the time of such retirement shall have the following options.
- (1) To receive the pay-off specified in (b) above, or
  - (2) To apply accumulated unused sick leave toward an early retirement on a day-for-day basis but not to exceed 130 days or 1,040 hours, may apply unused sick leave up to the amounts they have accrued as of that date. An employee exercising this option shall not accrue any additional sick leave, vacation leave or holiday leave during the time the employee is on early retirement.
  - (3) If requested by the retiree, the retiree may have one month's premium for health and accident insurance for himself or herself only paid for each day of unused accrued sick leave, or in the alternative the retiree may have one month's premium for health and accident insurance for both the retiree and the retiree's spouse paid for each two days of unused accrued sick leave until eligible for Medicare.
  - (4) Retiree may use his or her unused sick leave in any one or in any combination of the ways set forth in (1), (2), and (3) of this subparagraph (f).
- (g) Any regular, full time employee who, upon terminating employment, accepts reinstatement with the Agency in a regular part time position, which is to commence within thirty (30) days after his or her termination of full-time employment, shall have any benefits payable to the employee pursuant to this section deferred until such employee terminates his or her regular part-time employment.

#### SICK LEAVE BUY BACK

Employees returning from medically caused leaves of absence may, with the approval of the General Manager or the General Manager's designee, "buy back" sick leave time used as a result of the medical condition causing the leave of absence. Such sick leave can be bought back by the employee reimbursing the Agency in full for the compensation which the Agency paid to the employee for the time the employee was absent during such sick leave.

**ARTICLE 6**  
**VACATION**

**FULL TIME EMPLOYEES**

- (a) Each employee having the following years of service shall earn the following hours vacation for each paid regularly scheduled working hour. An employee may earn vacation credits only on eighty (80) regularly scheduled working hours in any one pay period.

<u>YEARS OF SERVICE</u>	<u>EARNED PER HOUR</u>
0 through 9	.0577
10 through 19	.0769
20 or more	.0962

NOTE: Per year equivalents are:

.0577 = 15 working days

.0769 = 20 working days

.0962 = 25 working days

- (b) No employee shall earn or accrue vacation credit until he/she has been continuously employed for a period of thirteen (13) complete pay periods. Upon successful completion of thirteen (13) pay periods, such employee shall be credited for the 13 pay periods worked in vacation leave and begin accruing at the rate stated above in (a). An employee ceases to accrue vacation when they have accrued three hundred and twenty (320) hours until they have used vacation time.
- (c) Employees covered under this policy may cash out up to 40 hours of vacation at any time, as long as their vacation leave balance at the time of cash out is not below 200 hours.

**PART-TIME EMPLOYEES**

- (a) Regular part-time Agency employees shall be entitled to vacation leave with pay. Vacation leave shall be earned in the same manner as specified above.
- (b) The provisions of this Article shall also apply to regular part-time employees.
- (c) The provisions of this Article shall not be applicable to regular part-time employees not having definite, fixed hours of employment and whose positions have not been allocated to the Agency.

### ADDITIONAL VACATION FOR TWENTY YEARS CAREER SERVICE

In addition to all other vacation benefits provided for in this Article and in recognition of loyal career service, an employee who completes twenty (20) years of service in a regular full-time position shall be entitled to forty (40) hours paid leave to be taken at the convenience of the employee and his or her appointing authority within one year of completion of the twenty (20) years of service. This one time forty (40) hours paid leave shall be in addition to all other vacation benefits earned by the employee.

### VACATION PAY UPON TERMINATION OF EMPLOYMENT

- (a) Upon leaving employment, employees shall be paid the monetary value of their earned vacation leave but not exceeding the maximum amount of vacation leave that may be accumulated under the provisions of this Article.
- (b) Any regular, full-time employee who, upon terminating employment, accepts reemployment with the Agency in a regular part-time position, which is to commence within thirty (30) days after his or her termination of full-time employment, shall have any benefits payable to the employee pursuant to this section deferred until such employee terminates his or her regular part-time employment.

### ARTICLE 7 CATASTROPHIC LEAVE CONTRIBUTION

Regular full-time employees may voluntarily donate vacation hours to another regular employee based on the following criteria:

- 1. To be eligible as a recipient, an employee must have a verifiable long term illness or injury, i.e., cancer, heart attack, stroke, serious injury, etc., and must have exhausted all personal vacation, sick leave and CTO, or will soon have exhausted such leave resulting in the employee being in a non-paid status.
- 2. Donations must be made to a specified individual(s) only.
- 3. The person receiving the donated hours must have achieved regular status with the Agency.

4. Donated vacation hours must be in increments of one (1) hour. Hours donated will be converted at the donor's hourly rate and credited to the sick leave balance of the recipient by converting the dollar amount donated to the recipient's hourly rate. Example: Employee A is paid at ten dollars (\$10) per hour and donates one hour to employee B who is paid at five dollars (\$5) per hour. Employee B would be credited with two (2) hours of sick leave. Conversions for crediting will be rounded to the nearest one-half (½) hour increment.
5. Once donated, vacation hours cannot be reclaimed by the donor.
6. When an employee is using donated hours, the employee will not accrue vacation or sick leave time.
7. The maximum time that may be initially donated into an employees account is one thousand and forty (1040) hours. Additional time may be donated if the initial donation is exhausted to a maximum of one thousand and forty (1040) hours. To be eligible to receive more than the aggregate total of two thousand and eighty hours, there must be a favorable prognosis for recovery and a predictable date of return to work.
8. In no event shall donated time have the effect of altering the rights of the Agency or the recipient relevant to employment, nor shall it extend or alter the limitations otherwise applicable to leaves of absence or sick leave.
9. The Unit shall be responsible for securing donations to sick leave accounts. All donations must be done in writing and include the dated signature of the donor on a form mutually agreed upon by the Agency and the Unit.

#### **ARTICLE 8** **COMPENSATION**

Effective 1/1/12, all employees of the Management Team, with the exception of the General Manager, shall receive a 2.0% salary increase.

(See Appendix A for a list of Classifications, Salaries, Ranges and Steps).

#### **ARTICLE 9** **LONGEVITY PAY**

Employees with continuous service, including temporary, part-time and/or full-time service, totaling ten (10) years shall receive a salary increase of 2.5% over and above their regular hourly rate. Employees with such continuous service totaling fifteen (15) years shall receive an additional salary increase of 2.5% over and above their regular hourly rate and the 2.5% longevity pay granted for their service over ten (10) years.

**ARTICLE 10**  
**INSURANCE**

The Agency shall continue membership in the PERS Health Insurance program. Effective January 1, 2012, the Agency contribution is as follows:

\$553.09 per month for Employee only  
\$1,017.00 per month for Employee plus One  
\$1,322.00 per month for Employee plus Family

Effective January 1, 2012, the Agency will pay the previous year's contribution plus 70% of the average premium increase for available HMO's for employee plus one and employee plus family and paying the BlueShield Net Value rate for employee only.

Employees shall be responsible for any amounts over and above these amounts.

**DENTAL AND VISION INSURANCE**

The Agency shall continue dental and vision plans that permit dependent coverage. The Agency shall continue to pay the premium for dental and vision coverage for the employee only. Dependent coverage shall be paid by the employee.

**LIFE AND AD&D INSURANCE**

The Agency will pay 100% of the premium cost for Term Life Insurance and AD&D coverage. The death benefit will be equal to twice the employee's annual salary. The employee shall be responsible for any tax liability for insurance in excess of \$50,000.00.

**LONG TERM DISABILITY**

The Agency will continue to provide a long-term disability insurance plan for all members of the management team (exempt employees). The cost for this benefit shall be borne by the Agency.

**EMPLOYEE ASSISTANCE PROGRAM**

The Agency agrees to provide an Employee Assistance Program (EAP) for employees. The Agency reserves the right to select the provider and the benefit coverage levels.

**125/FLEXIBLE SPENDING PLAN**

Premium costs for eligible group insurance plans will be processed through the 125 Plan (Flexible Spending Plan) with the Agency paying the Administrative fee for the insurance premium account. All deductions will be made on a biweekly basis.

The Agency provides a “medical opt off” option wherein if an employee is eligible for medical benefits from a spouse, and demonstrates in writing medical coverage from the other source, the Agency will contribute on the employee’s behalf \$100 per month into the 125/Flexible Spending Plan for their use and benefit.

The Agency will continue to pay the employer’s share of the group health insurance premium in the amounts listed above, including medical, dental and vision while an employee is drawing benefits for industrial injury or illness after that employee has exhausted all current income from salary and sick leave. This benefit will end at such time as the employee is no longer an employee of the Agency.

**ARTICLE 11**  
**STATE DISABILITY INSURANCE AND**  
**WORKERS COMPENSATION BENEFITS**

The employee, in cooperation with the Agency, will integrate SDI benefits or workers compensation benefits with sick leave. The employee shall pay required premium costs which will be deducted from their paycheck and transmitted to the state by the Agency.

**ARTICLE 12**  
**RETIREE HEALTH INSURANCE**

1. For purposes of this policy, health insurance does not include dental or vision care.
2. The Agency will continue the PERS Health Insurance Plan through the term of this agreement.
3. Effective 1/1/2010, the Agency will implement the PERS contract option outlined in the CalPERS Government Code Section 22825.5 to require new employees hired after the effective date of the Resolution, to have at least ten years of PERS service, of which five years must have been with Placer County Water Agency, before becoming eligible for Agency-paid retiree health insurance.
4. The Agency shall contribute to the cost of health insurance for retirees of the management team, as follows:

\$510 per month

5. The amount of Agency contribution for a retiree shall be a percentage of the maximum allowance established per the following schedule on his or her retirement date:

Number of Years Status Employment Agency	Percentage of Agency Contribution
0 through 9	the minimum contribution allowed by PERS
10	50%
11 through 20	5% per year of employment
20+	100%

6. The Agency will pay a portion of the amount calculated in compliance with the formula directly to PERS pursuant to PERS regulations and pay the balance to the retiree. The amount the Agency pays directly to PERS will increase annually in accordance with PERS regulations and the amount the Agency pays to the retirees will decrease a corresponding amount. If a retiree is required to make a payment to PERS in order to maintain his or her health insurance and fails to do so, the Agency shall not be responsible for the cancellation of the retiree’s coverage.
7. This policy shall apply to all employees who retire while an employee under this policy.
8. Retirees shall receive the dollar amount in effect on the date they retire and subject to the rules in effect on their retirement date. Subsequent changes shall not affect retirees.

**ARTICLE 13**  
**RETIREMENT**

The Agency will pay the employer’s and the employee’s shares of the retirement contribution to the Public Employee Retirement System (PERS) for the 2.7% @ 55 Plan with the single highest year option.

The Agency shall pass a resolution instructing PERS to consider the 8% the Agency pays for the employee to be compensation pursuant to Section 20636(c)(4) of the Government Code.

**ARTICLE 14**  
**MANAGEMENT RIGHTS**

The rights of the Agency and its designated management representatives include, but are not limited to:

- a. Except as otherwise provided by this policy, the Agency reserves and retains all of its normal and inherent rights with respect to management of its affairs in all respects in accordance with its responsibilities, whether exercised or not, including, but not limited to, the right to determine the number, location, and type of work forces, facilities, operations, and the methods, processes, and equipment to be employed; the scope of services to be performed, along with the method of service, assignment of duties, and the schedule of work time and work hours, including overtime; to contract and sub-contract existing and future work; to determine whether and to what extent the work required in their operations shall be performed by employees covered by this policy; to transfer work from or to, either in whole or in part, any of the Agency's work forces or facilities and locations; to determine the number, types and classification of positions or employees assigned to a program or project unit; to establish and change work schedules, assignments and facilities locations; to hire, transfer, promote and demote employees; to lay off, terminate, or otherwise relieve employees from duty for lack of work or other legitimate reasons; to suspend, discharge or discipline employees; to alter, discontinue, or vary past practices and otherwise to take such measures as the employer may determine to be necessary for the orderly, efficient and economical operation of the Agency; to take all necessary actions to carry out its mission in emergencies as may be determined by the General Manager or designee; to exercise complete control and discretion over its organization and the technology of performing its work; and to make, amend, publish and enforce rules and regulations.
- b. The Board of Directors of the Agency has the sole authority to determine the mission of the Agency and the amount of the budget to be adopted thereto.

No provision herein is intended nor shall it be construed to modify the duties or authorities vested by law in Agency, its Board or its General Manager.

**ARTICLE 15**  
**EXPENSES AND/OR REIMBURSEMENT**

**TRAVEL**

When travel is authorized this will include reimbursement only for actual travel costs, bridge tolls, parking, lodging, meals and registration fees.

Members of the management team shall be reimbursed for actual costs (including tips) for business related meals as verified by restaurant receipts.

**VEHICLE ALLOWANCE**

Employees may request a monthly automobile allowance to cover the use of their personal car on Agency business in lieu of keeping track of actual mileage. Such monthly allowance shall be at the discretion of the General Manager. Employee will be required to maintain insurance in amounts acceptable to the Agency and evidence of current insurance be kept on file with the Agency Risk Manager at all times. The General Manager may revise the monthly allowance from time to time if the relevant conditions change.

Employees may be assigned Agency vehicles for their business use in lieu of a vehicle allowance. Such assignment shall be requested by the employee but will be granted at the discretion of the General Manager.

For members of the management team who do not receive a vehicle assigned to them or a vehicle allowance, the Agency will reimburse mileage at a rate equal to the standard rate recognized by the Internal Revenue Service.

**BOOT REIMBURSEMENT**

Classifications listed below shall be eligible for reimbursement up to \$200 per pair of approved work boots per year. Proof of purchase for eligible employees requires a dated receipt. Eligible members shall have the following responsibilities:

1. Be responsible for the reasonable care and maintenance of their footwear.
2. Be responsible for wearing the boots in the field.
3. Be responsible for the difference between the cost of the boots and the amount allowed under this contract.

Authorized job classifications for work boot reimbursement are as follows: Administrative Specialist, Deputy Director of Field Services, Deputy Director of Technical Services, Environmental Scientist, Hydro Engineer II, Resource Planning Administrator, Senior Engineer, Water Management Specialist and Water Treatment Superintendent.

#### CERTIFICATES AND LICENSES

It is agreed that the Agency will reimburse employees for their costs of fees for special licenses and certificates, other than a California Class C driver's licenses, required by government authorities or the Agency, in order for such employees to perform their duties for the Agency.

#### **ARTICLE 16** **INDIVIDUAL AGREEMENTS**

Nothing in this policy prevents individual managers from negotiating individual agreements with the Agency on any items included or not included in this compensation plan. Such individual agreements shall supersede this Compensation Plan if there are conflicting provisions. Such individual agreements shall be in writing and subject to approval by the General Manager.

## 2012 SALARY SCHEDULE

<b>Classification</b>	<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
ADMINISTRATIVE SPECIALIST	43.8	34.608	36.339	38.155	40.063	42.066	44.169
		2,768.64	2,907.12	3,052.40	3,205.04	3,365.28	3,533.52
		5,998.72	6,298.76	6,613.53	6,944.25	7,291.44	7,655.96
		71,984.64	75,585.12	79,362.40	83,331.04	87,497.28	91,871.52
DEPUTY DIR/ADMINISTRATIVE SERVICES	46.0	38.457	40.380	42.399	44.520	46.745	49.081
		3,076.56	3,230.40	3,391.92	3,561.60	3,739.60	3,926.48
		6,665.88	6,999.20	7,349.16	7,716.80	8,102.47	8,507.37
		79,990.56	83,990.40	88,189.92	92,601.60	97,229.60	102,088.48
DEPUTY DIR/CUSTOMER SERVICES	43.6	34.214	35.925	37.722	39.608	41.589	43.667
		2,737.12	2,874.00	3,017.76	3,168.64	3,327.12	3,493.36
		5,930.43	6,227.00	6,538.48	6,865.39	7,208.76	7,568.95
		71,165.12	74,724.00	78,461.76	82,384.64	86,505.12	90,827.36
DEPUTY DIR/FIELD SERVICES	45.0	36.625	38.457	40.380	42.399	44.519	46.745
		2,930.00	3,076.56	3,230.40	3,391.92	3,561.52	3,739.60
		6,348.33	6,665.88	6,999.20	7,349.16	7,716.63	8,102.47
		76,180.00	79,990.56	83,990.40	88,189.92	92,599.52	97,229.60
DEPUTY DIR/FINANCIAL SERVICES	46.0	38.457	40.380	42.399	44.520	46.745	49.081
		3,076.56	3,230.40	3,391.92	3,561.60	3,739.60	3,926.48
		6,665.88	6,999.20	7,349.16	7,716.80	8,102.47	8,507.37
		79,990.56	83,990.40	88,189.62	92,601.60	97,229.60	102,088.48
DEPUTY DIR/TECHNICAL SERVICES	51.2	49.663	52.146	54.753	57.490	60.365	63.383
		3,973.04	4,171.68	4,380.24	4,599.20	4,829.20	5,070.64
		8,608.25	9,038.64	9,490.52	9,964.93	10,463.27	10,986.39
		103,299.04	108,463.68	113,886.24	119,579.20	125,559.20	131,836.64
DIRECTOR OF ADMINISTRATIVE SVC	49.25	55.277	58.040	60.942	63.990	67.189	70.548
		4,422.16	4,643.20	4,875.36	5,119.20	5,375.12	5,643.84
		9,581.35	10,060.27	10,563.28	11,091.60	11,646.09	12,228.32
		114,976.16	120,723.20	126,759.36	133,099.20	139,753.12	146,739.84
DIRECTOR OF CUSTOMER SERVICES	48.5	49.830	52.322	54.937	57.684	60.570	63.598
		3,986.40	4,185.76	4,394.96	4,614.72	4,845.60	5,087.84
		8,637.20	9,069.15	9,522.41	9,998.56	10,498.80	11,023.65
		103,646.40	108,829.76	114,268.96	119,982.72	125,985.60	132,283.84
DIRECTOR OF FIELD SERVICES	49.0	52.313	54.929	57.675	60.559	63.587	66.767
		4,185.04	4,394.32	4,614.00	4,844.72	5,086.96	5,341.36
		9,067.59	9,521.03	9,997.00	10,496.89	11,021.75	11,572.95
		108,811.04	114,252.32	119,964.00	125,962.72	132,260.96	138,875.36
DIRECTOR OF FINANCIAL SERVICES	49.5	55.794	58.584	61.513	64.588	67.818	71.209
		4,463.52	4,686.72	4,921.04	5,167.04	5,425.44	5,696.72
		9,670.96	10,154.56	10,662.25	11,195.25	11,755.12	12,342.89
		116,051.52	121,854.72	127,947.04	134,343.04	141,061.44	148,114.72
DIR OF POWER SYS GENERATION	50.0	57.758	60.645	63.677	66.861	70.205	73.714
		4,620.64	4,851.60	5,094.16	5,348.88	5,616.40	5,897.12
		10,011.39	10,511.80	11,037.35	11,589.24	12,168.87	12,777.09
		120,136.64	126,141.60	132,448.16	139,070.88	146,026.40	153,325.12

## 2012 SALARY SCHEDULE

DIRECTOR OF STRATEGIC AFFAIRS	54.0	68.202	71.612	75.193	78.952	82.899	87.044
		5,456.18	5,728.96	6,015.44	6,316.16	6,631.92	6,963.52
		11,821.68	12,412.75	13,033.45	13,685.01	14,369.16	15,087.63
		141,860.16	148,952.96	156,401.44	164,220.16	172,429.92	181,051.52
DIRECTOR OF TECHNICAL SERVICES	52.0	60.354	63.373	66.541	69.868	73.362	77.030
		4,828.32	5,069.84	5,323.28	5,589.44	5,868.96	6,162.40
		10,461.36	10,984.65	11,533.77	12,110.45	12,716.08	13,351.87
		125,536.32	131,815.84	138,405.28	145,325.44	152,592.96	160,222.40
ENVIRONMENTAL SCIENTIST	45.0	36.625	38.457	40.380	42.399	44.519	46.745
		2,930.00	3,076.56	3,230.40	3,391.92	3,561.52	3,739.60
		6,348.33	6,665.88	6,999.20	7,349.16	7,716.63	8,102.47
		76,180.00	79,990.56	83,990.40	88,189.92	92,599.52	97,229.60
HYDRO ENGINEER II	49.5	45.652	47.934	50.331	52.847	55.490	58.264
		3,652.16	3,834.72	4,026.48	4,227.76	4,439.20	4,661.12
		7,913.01	8,308.56	8,724.04	9,160.15	9,618.27	10,099.09
		94,956.16	99,702.72	104,688.48	109,921.76	115,419.20	121,189.12
RESOURCE PLANNING ADMINISTRATOR	44.0	44.521	46.748	49.086	51.541	54.118	56.824
		3,561.68	3,739.84	3,926.88	4,123.28	4,329.44	4,545.92
		7,716.97	8,102.99	8,508.24	8,933.77	9,380.45	9,849.49
		92,603.68	97,235.84	102,098.88	107,205.28	112,565.44	118,193.92
RISK/SAFETY ADMINISTRATOR	43.0	33.217	34.878	36.622	38.453	40.377	42.395
		2,657.36	2,790.24	2,929.76	3,076.24	3,230.16	3,391.60
		5,757.61	6,045.52	6,347.81	6,665.19	6,998.68	7,348.47
		69,091.36	72,546.24	76,173.76	79,982.24	83,984.16	88,181.60
SENIOR ENGINEER	46.4	39.249	41.211	43.272	45.435	47.707	50.092
		3,139.92	3,296.88	3,461.76	3,634.80	3,816.56	4,007.36
		6,803.16	7,143.24	7,500.48	7,875.40	8,269.21	8,682.61
		81,637.92	85,718.88	90,005.76	94,504.80	99,230.56	104,191.36
SYSTEMS ADMINISTRATOR	44.3	35.407	37.178	39.036	40.988	43.038	45.189
		2,832.56	2,974.24	3,122.88	3,279.04	3,443.03	3,615.12
		6,137.21	6,444.19	6,766.24	7,104.59	7,459.92	7,832.76
		73,646.56	77,330.24	81,194.88	85,255.04	89,519.04	93,993.12
WATER MANAGEMENT SPECIALIST	40.0	28.695	30.130	31.636	33.217	34.879	36.622
		2,295.60	2,410.40	2,530.88	2,657.36	2,790.32	2,929.76
		4,973.80	5,222.53	5,483.57	5,757.61	6,045.69	6,347.81
		59,685.60	62,670.40	65,802.88	69,091.36	72,548.32	76,173.76
WATER TREATMENT SUPERINTENDENT	46.0	38.457	40.380	42.399	44.520	46.745	49.081
		3,076.56	3,230.40	3,391.92	3,561.60	3,739.60	3,926.48
		6,665.88	6,999.20	7,349.16	7,716.80	8,102.47	8,507.37
		79,990.56	83,990.40	88,189.92	92,601.60	97,229.60	102,088.48