

Amended 11/13/2019

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **4.D.**

FROM: John F. Weigold IV, General Manager
Monique Madrid, Administrative Department Manager

Meeting Date: November 14, 2019 Subject: DISCUSSION AND CONSIDERATION OF ADOPTION OF RESOLUTION 40-2019 AMENDING THE DISTRICT SALARY SCHEDULE AND ESTABLISHING A PAY SCHEDULE FOR THE POSITION OF WASTEWATER COLLECTION SYSTEM WORKER

RECOMMENDATIONS:

Staff recommends that the Board of Directors adopt Resolution 40-2019 amending the CCSD salary schedule and establishing a pay schedule for the position of Wastewater Collection System Worker.

FISCAL IMPACT:

There is no fiscal impact for the approval of the pay schedule because it was included in the Proposition 218 Rate Study and incorporated as part of the increase for wastewater rates. The new position of Wastewater Collection System Worker was included in the approved FY 2019/2020 budget. The proposed salary range is \$46,533 - \$56,562 annually with each step as follows:

Step A	Step B	Step C	Step D	Step E
\$46,533	\$48,860	\$51,303	\$53,868	\$56,562

DISCUSSION:

The 2018 Rate Study of Water, Wastewater & SWF rates recommended two new positions in the Wastewater Fund. Two Wastewater Collection System Workers were identified as necessary to the department and the cost was included in the analysis. The two positions have been included in the approved FY 2019/2020 budget.

The District has been successful during the meet and confer process with SEIU Local 620. The union's representative has reviewed and approved the proposed position description and salary schedule. It is proposed that the salary schedule be slightly less than the salary for the position of Wastewater Operator-In-Training.

In order to fill the two positions, it is necessary for a salary schedule to be adopted. It is therefore recommended that Resolution 40-2019 be adopted approving the amended salary schedule and establishing a pay schedule for the position of Wastewater Collection System Worker.

Attachments: Resolution 40-2019
Exhibit A to Resolution 40-2019 amended salary schedule