



**FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE**

AGENDA

**TUESDAY, MAY 16, 2023
3:00 P.M.**

**FALLBROOK PUBLIC UTILITY DISTRICT
990 E. MISSION RD., FALLBROOK, CA 92028
PHONE: (760) 728-1125**

THIS MEETING WILL BE HELD AT THE ABOVE DATE, TIME, AND LOCATION AND MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028. FOR THE CONVENIENCE OF MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON, FALLBROOK PUBLIC UTILITY DISTRICT PROVIDES A MEANS TO OBSERVE AND PROVIDE PUBLIC COMMENTS AT THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. PLEASE NOTE THAT IN THE EVENT OF TECHNICAL ISSUES THAT DISRUPT THE ABILITY OF MEMBERS OF THE PUBLIC TO VIEW THE MEETING OR PROVIDE PUBLIC COMMENTS THROUGH THE WEB CONFERENCE OPTION, THE MEETING WILL CONTINUE.

Join Zoom Meeting

<https://us06web.zoom.us/j/82952713305?pwd=VFdXZ01eVZvUVluR2MvVDNkdHJPdz09>

MEETING ID: 858 829 5271 3305

AUDIO PASSCODE: 657680

Dial by your location

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PUBLIC COMMENTS: Members of the public may submit public comments and comments on agenda items in one of the following ways:

SUBMIT COMMENTS BEFORE THE MEETING:

- By emailing to our Board Secretary at leckert@fpud.com
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District's Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Board during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

REMOTELY MAKE COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to Board discussion if there are any comments from the public on each item.

- Via Zoom Webinar go to the "Participants List," hover over your name and click on "raise hand." This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing *9 to notify the moderator that you wish to speak during the current item.

MAKE IN-PERSON COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to discussion if there are any comments from the public on each item, at which time members of the public attending in person may make comments.

If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.

I. PRELIMINARY FUNCTIONS

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. ACTION/DISCUSSION------(ITEM A)

A. WATER/WASTEWATER OPERATOR I/II/III POSITION

III. ADJOURNMENT OF MEETING

* * * * *

DECLARATION OF POSTING

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

May 11, 2023
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: Lisa Chaffin, Human Resources Manager
DATE: May 16, 2023
SUBJECT: Water/Wastewater Operator I/II/III Position

Purpose

To obtain approval for the creation of a new water/wastewater operator I/II/III position and the related update to the organizational chart.

Summary

The District initially limited the amount of new staffing at the Santa Margarita Groundwater Treatment Plant (SMGTP) to allow sufficient time to assess the plant's operations and staffing needs.

With the SMGTP in operation for almost a year now, staff has determined the need for an additional position to help provide much-needed operational support to ensure the District's ability to meet its water supply production goals. In addition, this position will provide much-needed preventative maintenance in a number of areas, including mechanical, electrical, and water system operations.

Budgetary Impact

The proposed new water/wastewater I/II/III position has been included in the 70 total budgeted positions for the FY 2023-24 budget. It is anticipated that the position will be filled at the entry level, salary range 12, which is currently \$29.40-\$36.71 hourly or \$61,152-\$76,356.80 annually.

Recommended Action

That the Personnel Committee approve the new position and the resulting organizational chart change and recommend approval of the same to the Board.

**Proposed Job Description
Water/Wastewater Operator I/II/III**

WATER/WASTEWATER OPERATOR I/II/III

DEFINITION

This series specification describes three system operations classes which perform a variety of skilled system operation and maintenance work on the potable distribution and water/waste treatment systems; and performs other duties as required.

EXAMPLES OF DUTIES

- Operational assistance at both water treatment plants and/or the reclamation recycling plant;
- Operational assistance operating the distribution/collection system;
- Monitors, operates, and performs maintenance on pump stations, flow control facilities, pressure reducing facilities, tanks and reservoirs, chemical injection equipment, and water quality monitoring analyzers;
- Collects water quality samples;
- Responds to customer service requests regarding flow rate, pressure, and water quality;
- Operates, monitors, and maintains pressure reducing/sustaining facilities, flow control facilities, and level control valves;
- Monitors reservoir levels and makes adjustments to valves to maintain the appropriate water levels and disinfectant residuals;
- Notifies supervisory or maintenance personnel of unusual or critical conditions, and creates service requests and work orders as-needed;
- Assists with plant shutdowns;
- Follows established procedures for chemical disinfection application and safe handling;
- Calculates chemical disinfection usage and demands, makes feed rate adjustments;
- Completes documentation and reports required by regulatory agencies and the District;
- Monitors Red Mountain Reservoir and makes adjustments to maintain water quality;
- Monitors, maintains, and operates the UV Treatment Plant, including the UV reactors, chemical injection equipment, and water quality analyzers;
- Monitors and adjusts UV reactor and chemical injection dosage to comply with state and federal regulations;
- Monitor, maintains, and operates the R.O. plant facility;
- Performs filter backwashes; Inspect plant equipment for proper performance; clean, paint, and calibrate water treatment equipment; and perform other related activities;
- Follows established procedures for the proper handling of chemical deliveries and ensure the appropriate uses for the treatment of potable drinking water;
- Operator II/III will assist in the preparation of water quality compliance reports for internal and external reporting;
- Performs stand-by/on-call duty as needed (Water/Wastewater Operator III); and
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Applicable federal, state, and local laws, ordinances, regulations, and guidelines relevant to assigned duties;
- Operating concepts and complex, multi-faceted water treatment, water recycling plant, collections and distribution systems;
- Operating principles of large pump stations, lift stations, flow and pressure control facilities, and tanks;
- Principles and practices necessary in the operation of a water treatment facility including the operation and maintenance of Ultraviolet treatment plant and reverse osmosis treatment plant equipment and machinery;
- Principles and practices necessary in the operation of a water recycling plant and sewer lift stations;
- Record keeping requirements for both internal and regulatory reporting;
- Cla-valves, limitorque and a variety of valves;
- Complex mathematics applicable to water distribution and treatment as well as wastewater treatment and collections;
- Operation and maintenance of chemical injection equipment and the safe handling of chemical disinfectants;
- Tools, equipment and methods used in the repair and maintenance of pumps, valves and pipeline equipment;
- English usage, oral and written;
- MS Word, Outlook, and Excel;
- Safety precautions pertaining to the work, particularly relating to the operation of large pumps and motors and high electrical voltages;
- Basic principles of hydrology and hydraulics; and
- Hazardous material and chemical safety requirements.

Ability to:

- Operate various hand and motorized tools and equipment, including but not limited to mowers, weedwakers, sprayers, shovels, hammers, screwdrivers, pliers, drills, saws, and hydraulic grease guns;
- Identify relevant information hidden in other distracting material to answer scenario-based questions and solve problems on the job.;
- Operate switches and valves;
- Communicate clearly and concisely, orally and in writing;
- Convert units of measurement to find solutions to problems using the factor-label or unit-factor method;
- Apply general rules to specific problems to produce answers which make sense;
- Accurately assess situations to determine appropriate course/s of action;

- Concentrate on a task over a long period of time without being distracted and remaining alert;
- Accurately read meters and charts;
- Understand and follow detailed laboratory and plant operating procedures; and
- Establish and maintain effective working relationships with other employees.

LICENSES AND CERTIFICATION

- Possession of a valid and appropriate California driver's license.
- **Water/Wastewater Operator I:** No Certifications
- **Water/Wastewater Operator II:** T2, D2 and CWEA Mechanical Tech Grade 1 or WWO 1
- **Water/Wastewater Operator III:** T3, D3 and CWEA Mechanical Tech Grade 2 or WWO 2

EDUCATION, TRAINING AND EXPERIENCE

- HS Diploma or GED; and
- **Water/Wastewater Operator I:** This is the entry-level position in the series. This position does not require previous work experience.
- **Water/Wastewater Operator II:** This is the journey level position in the series. At least one year of related experience is required. A Water/Wastewater Operator II must have sufficient skills and knowledge, typically attained through a combination of formal training and on-the-job work experience.
- **Water/Wastewater Operator III:** This is the advanced journey level position in the series. At least two years of related experience is required. A Water/Wastewater Operator III must have considerable skills and knowledge, typically attained through a combination of formal training and on-the-job work experience, and to perform standby/on-call duties.

PHYSICAL DEMANDS

- Walking: Moves about on foot often through uneven terrain.
- Carrying: Transports objects by holding them in hands or arms.
- Handling: Seizes, holds or works with hands, specifically operating valves, adjusting control knobs, hand and power tools, computer, and calculator.
- Lifting: Raises and lowers pumps, motors, hoses and miscellaneous awkward objects.
- Reaching: Extends hands and arms in any direction.
- Stooping: Bends body downward and forward by bending at the knees or waist.
- Climbing: Ascends and descends ladders up to 50 feet in height.

- Vision: Reads work tickets, meter dials, reservoir levels, data sheets, video messages, scales and gauges and operates District vehicles. Sees details at close range to measure volume or temperature. Sees changes in the environment that may indicate equipment malfunction or other hazardous condition.
- Sitting: Drives (often over rough terrain) and sits in District vehicles for up to four hours per day.
- Talking: Communicates by phone, radio and in person.
- Hearing: Hears well enough to receive communication by phone, radio and in person. Hears changes in the environment that may indicate equipment malfunction or other hazardous condition.
- Smell: Smells changes in the environment that may indicate equipment malfunction or other hazardous condition.

PHYSICAL STRENGTH

- Lifting: Up to 100 pounds; infrequent exertion.
- Dragging/Pushing: Up to 200 pounds; infrequent exertion.

ENVIRONMENTAL CONDITIONS

- Noise: Works in conditions with constant or intermittent noise.
- Temperature/Weather: Works outside with variations of temperature and weather.
- This position may include periodic to frequent disagreeable working conditions including dirt, fumes, vibration, heat, cold, dampness, sewage, wastewater solids and hazardous chemicals.

SALARY RANGES

Water/Wastewater Operator I: Range 12 = No Certifications

Water/Wastewater Operator II: Range 19 = Water Treatment Operator II (T2), Water Distribution Operation II (D2) and CWEA Mechanical Technician 1 or Wastewater Operator I

Water/Wastewater Operator III: Range 26 = Water Treatment Operator III (T3), Water Distribution Operation III (D3) and CWEA Mechanical Technician II or Wastewater Operator II

Proposed Salary Schedule

SALARY SCHEDULE
Effective January 24, 2023

Classification	Positions	Salary Range
Accounting Technician I & II	2	12 / 16
Collection Supervisor	1	30 & 32
Construction Supervisor	1	32
Customer Service Representative I & II	1	7 / 11
Customer Service Specialist	2	17
Engineering Technician I, II & III	3	16-17 / 20-21 / 26-27
Environmental Compliance Technician	1	26-28
Equipment Mechanic	1	18
Executive Assistant/ Board Secretary	1	34
Geographical Information Systems (GIS) Coordinator	1	27
Human Resources Technician	1	16
Information Systems Technician	1	26
Instrumentation, Electrical & Controls Technician I/II	2	20-21 / 25-28
Laboratory Technician I & II	1	20-21 / 24-25
Lead Plant Operator	2	27-28
Maintenance Technician I/II	1	18-20 / 21-24
Management Analyst	1	26
System Services Supervisor	1	32
Operations Specialist	1	16-17
Plant Operator (I-T), I, II	2	11-12 / 17-18 / 21-22
Public Information Officer	1	25
Purchasing/Warehouse/Fleet Supervisor	1	34-35
Safety & Risk Officer	1	36-38
Senior Maintenance Technician	1	29-32
System Operations Supervisor	1	35
Systems Operator I, II, III	4	18 / 22 / 26
Crew Leader (Water and Wastewater)	6	23-25
Utility Worker I, II, III (Water and Wastewater)	18	10-11 / 14-15 / 18-19
Warehouse/Purchasing Specialist	1	15-16
<u>Water/Wastewater Operator I/II/III</u>	<u>1</u>	<u>12/19/26</u>
<u>Management (Exempt)</u>		
General Manager	1	\$241,555
Assistant General Manager/CFO	1	60
Chief Plant Operator	1	35-36
Engineering Manager	1	54
Field Services Manager	1	49 & 51
Human Resources Manager	1	47
Operations Manager	1	53
SCADA, Electrical & Maintenance Supervisor	1	34-35
Supervising Accountant	1	35-36

Board Approved. Effective January 24, 2023

Range #	FY 22-23 Hourly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$22.40	\$22.96	\$23.54	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98
2	\$22.96	\$23.54	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68
3	\$23.54	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40
4	\$24.13	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13
5	\$24.73	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89
6	\$25.35	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66
7	\$25.98	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45
8	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26
9	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09
10	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94
11	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82
12	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71
13	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63
14	\$30.89	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57
15	\$31.66	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54
16	\$32.45	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52
17	\$33.26	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54
18	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58
19	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64
20	\$35.82	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73
21	\$36.71	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85
22	\$37.63	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00
23	\$38.57	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17
24	\$39.54	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37
25	\$40.52	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61
26	\$41.54	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87
27	\$42.58	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17
28	\$43.64	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50
29	\$44.73	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86
30	\$45.85	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26
31	\$47.00	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69
32	\$48.17	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16
33	\$49.37	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66
34	\$50.61	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20
35	\$51.87	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78
36	\$53.17	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40
37	\$54.50	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06
38	\$55.86	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77
39	\$57.26	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51
40	\$58.69	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30
41	\$60.16	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13
42	\$61.66	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01
43	\$63.20	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93
44	\$64.78	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91
45	\$66.40	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93
46	\$68.06	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00
47	\$69.77	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13
48	\$71.51	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31
49	\$73.30	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54
50	\$75.13	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83
51	\$77.01	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17
52	\$78.93	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58
53	\$80.91	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04
54	\$82.93	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57
55	\$85.00	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16
56	\$87.13	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81
57	\$89.31	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53
58	\$91.54	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32
59	\$93.83	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18
60	\$96.17	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11
61	\$98.58	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11
62	\$101.04	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19
63	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34
64	\$106.16	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57
65	\$108.81	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89
66	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29
67	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77
68	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34
69	\$120.11	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00
70	\$123.11	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75
71	\$126.19	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75	\$157.59
72	\$129.34	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75	\$157.59	\$161.53
73	\$132.57	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75	\$157.59	\$161.53	\$165.57
74	\$135.89	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75	\$157.59	\$161.53	\$165.57	\$169.71
75	\$139.29	\$142.77	\$146.34	\$150.00	\$153.75	\$157.59	\$161.53	\$165.57	\$169.71	\$173.95

Range #	FY 22-23 Bi-Weekly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$1,792	\$1,837	\$1,883	\$1,930	\$1,978	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238
2	\$1,837	\$1,883	\$1,930	\$1,978	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294
3	\$1,883	\$1,930	\$1,978	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352
4	\$1,930	\$1,978	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410
5	\$1,978	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471
6	\$2,028	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533
7	\$2,078	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596
8	\$2,130	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661
9	\$2,184	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727
10	\$2,238	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795
11	\$2,294	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866
12	\$2,352	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937
13	\$2,410	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010
14	\$2,471	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086
15	\$2,533	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163
16	\$2,596	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242
17	\$2,661	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323
18	\$2,727	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406
19	\$2,795	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491
20	\$2,866	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578
21	\$2,937	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668
22	\$3,010	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760
23	\$3,086	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854
24	\$3,163	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950
25	\$3,242	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049
26	\$3,323	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150
27	\$3,406	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254
28	\$3,491	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360
29	\$3,578	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469
30	\$3,668	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581
31	\$3,760	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695
32	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813
33	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933
34	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056
35	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182
36	\$4,254	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312
37	\$4,360	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445
38	\$4,469	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582
39	\$4,581	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721
40	\$4,695	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864
41	\$4,813	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010
42	\$4,933	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161
43	\$5,056	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314
44	\$5,182	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473
45	\$5,312	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634
46	\$5,445	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800
47	\$5,582	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970
48	\$5,721	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145
49	\$5,864	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323
50	\$6,010	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506
51	\$6,161	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694
52	\$6,314	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886
53	\$6,473	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083
54	\$6,634	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286
55	\$6,800	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493
56	\$6,970	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705
57	\$7,145	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922
58	\$7,323	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146
59	\$7,506	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374
60	\$7,694	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609
61	\$7,886	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849
62	\$8,083	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095
63	\$8,286	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347
64	\$8,493	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606
65	\$8,705	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871
66	\$8,922	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143
67	\$9,146	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422
68	\$9,374	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707
69	\$9,609	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000
70	\$9,849	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300
71	\$10,095	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300	\$12,607
72	\$10,347	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300	\$12,607	\$12,922
73	\$10,606	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300	\$12,607	\$12,922	\$13,246
74	\$10,871	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300	\$12,607	\$12,922	\$13,246	\$13,577
75	\$11,143	\$11,422	\$11,707	\$12,000	\$12,300	\$12,607	\$12,922	\$13,246	\$13,577	\$13,916

Range #	FY 22-23 Monthly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$3,883	\$3,980	\$4,080	\$4,183	\$4,287	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850
2	\$3,980	\$4,080	\$4,183	\$4,287	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971
3	\$4,080	\$4,183	\$4,287	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096
4	\$4,183	\$4,287	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223
5	\$4,287	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354
6	\$4,394	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488
7	\$4,503	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625
8	\$4,616	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765
9	\$4,732	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909
10	\$4,850	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056
11	\$4,971	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209
12	\$5,096	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363
13	\$5,223	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523
14	\$5,354	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685
15	\$5,488	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854
16	\$5,625	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023
17	\$5,765	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200
18	\$5,909	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381
19	\$6,056	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564
20	\$6,209	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753
21	\$6,363	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947
22	\$6,523	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147
23	\$6,685	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349
24	\$6,854	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557
25	\$7,023	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772
26	\$7,200	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991
27	\$7,381	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216
28	\$7,564	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447
29	\$7,753	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682
30	\$7,947	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925
31	\$8,147	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173
32	\$8,349	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428
33	\$8,557	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688
34	\$8,772	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955
35	\$8,991	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229
36	\$9,216	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509
37	\$9,447	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797
38	\$9,682	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093
39	\$9,925	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395
40	\$10,173	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705
41	\$10,428	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023
42	\$10,688	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348
43	\$10,955	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681
44	\$11,229	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024
45	\$11,509	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375
46	\$11,797	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733
47	\$12,093	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103
48	\$12,395	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480
49	\$12,705	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867
50	\$13,023	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264
51	\$13,348	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669
52	\$13,681	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087
53	\$14,024	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514
54	\$14,375	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952
55	\$14,733	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401
56	\$15,103	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860
57	\$15,480	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332
58	\$15,867	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815
59	\$16,264	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311
60	\$16,669	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819
61	\$17,087	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339
62	\$17,514	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873
63	\$17,952	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419
64	\$18,401	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979
65	\$18,860	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554
66	\$19,332	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144
67	\$19,815	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747
68	\$20,311	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366
69	\$20,819	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000
70	\$21,339	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650
71	\$21,873	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650	\$27,316
72	\$22,419	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650	\$27,316	\$27,999
73	\$22,979	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650	\$27,316	\$27,999	\$28,699
74	\$23,554	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650	\$27,316	\$27,999	\$28,699	\$29,416
75	\$24,144	\$24,747	\$25,366	\$26,000	\$26,650	\$27,316	\$27,999	\$28,699	\$29,416	\$30,151

Proposed Org Chart

