

RESOLUTION NO: 2646

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, 2025

(a) Effective January 1, 2025, 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	G48	Hourly	\$41.4731	\$57.0794
		Monthly	\$7,188.68	\$9,893.76
		Annual	\$86,264.10	\$118,725.10
Collection Systems Mechanic I	G39	Hourly	\$33.2086	\$45.7051
		Monthly	\$5,756.16	\$7,922.22
		Annual	\$69,073.94	\$95,066.66
Collection Systems Mechanic II	G45	Hourly	\$38.5118	\$53.0039
		Monthly	\$6,675.37	\$9,187.34
		Annual	\$80,104.44	\$110,248.06
Compliance Inspector	G47	Hourly	\$40.4615	\$55.6873
		Monthly	\$7,013.33	\$9,652.46
		Annual	\$84,159.92	\$115,829.48
Cross Connection Inspector	G50	Hourly	\$43.5726	\$59.9691
		Monthly	\$7,552.59	\$10,394.65
		Annual	\$90,631.06	\$124,735.78
Electrical/Instrumentation Technician I	G45	Hourly	\$38.5118	\$53.0039
		Monthly	\$6,675.37	\$9,187.34
		Annual	\$80,104.44	\$110,248.06
Electrical/Instrumentation Technician II	G51	Hourly	\$44.6619	\$61.4682
		Monthly	\$7,741.39	\$10,654.50
		Annual	\$92,896.70	\$127,853.96
Electrician	G47	Hourly	\$40.4615	\$55.6873
		Monthly	\$7,013.33	\$9,652.46
		Annual	\$84,159.92	\$115,829.48
Facilities Inspector	G51	Hourly	\$44.6619	\$61.4682
		Monthly	\$7,741.39	\$10,654.50
		Annual	\$92,896.70	\$127,853.96
Facilities Maintenance Worker	G39	Hourly	\$33.2086	\$45.7051
		Monthly	\$5,756.16	\$7,922.22
		Annual	\$69,073.94	\$95,066.66

Field Operations Technician I	G33	Hourly	\$28.6358	\$39.4113
		Monthly	\$4,963.53	\$6,831.28
		Annual	\$59,562.36	\$81,975.40
Field Operations Technician II	G37	Hourly	\$31.6085	\$43.5028
		Monthly	\$5,478.81	\$7,540.48
		Annual	\$65,745.68	\$90,485.72
Fleet Coordinator	G42	Hourly	\$35.7621	\$49.2194
		Monthly	\$6,198.77	\$8,531.36
		Annual	\$74,385.22	\$102,376.30
Laboratory Assistant	G42	Hourly	\$35.7621	\$49.2194
		Monthly	\$6,198.77	\$8,531.36
		Annual	\$74,385.22	\$102,376.30
Laboratory Technician I	G46	Hourly	\$39.4746	\$54.3351
		Monthly	\$6,842.27	\$9,418.09
		Annual	\$82,107.22	\$113,017.06
Laboratory Technician II	G52	Hourly	\$45.7786	\$63.0049
		Monthly	\$7,934.96	\$10,920.85
		Annual	\$95,219.54	\$131,050.14
Maintenance Mechanic I	G39	Hourly	\$33.2086	\$45.7051
		Monthly	\$5,756.16	\$7,922.22
		Annual	\$69,073.94	\$95,066.66
Maintenance Mechanic II	G45	Hourly	\$38.5118	\$53.0039
		Monthly	\$6,675.37	\$9,187.34
		Annual	\$80,104.44	\$110,248.06
Resource Conservation Specialist I	G52	Hourly	\$45.7786	\$63.0049
		Monthly	\$7,934.96	\$10,920.85
		Annual	\$95,219.54	\$131,050.14
Resource Conservation Specialist II	G58	Hourly	\$53.0890	\$73.0664
		Monthly	\$9,202.09	\$12,664.84
		Annual	\$110,425.12	\$151,978.06
Sr. Electrical/Instrumentation Technician	G54	Hourly	\$48.0961	\$66.1946
		Monthly	\$8,336.66	\$11,473.74
		Annual	\$100,039.94	\$137,684.82
Sr. Field Operations Technician	G45	Hourly	\$38.5118	\$53.0039
		Monthly	\$6,675.37	\$9,187.34
		Annual	\$80,104.44	\$110,248.06
Sr. Maintenance Mechanic	G48	Hourly	\$41.4731	\$57.0794
		Monthly	\$7,188.68	\$9,893.76
		Annual	\$86,264.10	\$118,725.10
Sr. Water Construction Specialist	G48	Hourly	\$41.4731	\$57.0794
		Monthly	\$7,188.68	\$9,893.76
		Annual	\$86,264.10	\$118,725.10
Sr. Water Distribution Operator	G54	Hourly	\$48.0961	\$66.1946
		Monthly	\$8,336.66	\$11,473.74
		Annual	\$100,039.94	\$137,684.82
Sr. Water Reclamation Plant Operator	G54	Hourly	\$48.0961	\$66.1946
		Monthly	\$8,336.66	\$11,473.74
		Annual	\$100,039.94	\$137,684.82
Sr. Water Treatment Plant Operator	G54	Hourly	\$48.0961	\$66.1946
		Monthly	\$8,336.66	\$11,473.73
		Annual	\$100,039.94	\$137,684.82

Water Distribution Operator I	G40	Hourly	\$34,038.9	\$46,847.7
		Monthly	\$5,900.07	\$8,120.28
		Annual	\$70,800.86	\$97,443.32
Water Distribution Operator II	G44	Hourly	\$37,572.5	\$51,711.0
		Monthly	\$6,512.57	\$8,963.24
		Annual	\$78,150.80	\$107,558.88
Water Distribution Operator III	G51	Hourly	\$44,661.9	\$61,468.2
		Monthly	\$7,741.39	\$10,654.50
		Annual	\$92,896.70	\$127,853.96
Water Reclamation Plant Operator I	G40	Hourly	\$34,038.9	\$46,847.7
		Monthly	\$5,900.07	\$8,120.28
		Annual	\$70,800.86	\$97,443.32
Water Reclamation Plant Operator II	G44	Hourly	\$37,572.5	\$51,711.0
		Monthly	\$6,512.57	\$8,963.24
		Annual	\$78,150.80	\$107,558.88
Water Reclamation Plant Operator III	G51	Hourly	\$44,661.9	\$61,468.2
		Monthly	\$7,741.39	\$10,654.50
		Annual	\$92,896.70	\$127,853.96
Water Reclamation Plant Operator-in-Training	G34	Hourly	\$29,351.6	\$40,396.6
		Monthly	\$5,087.62	\$7,002.08
		Annual	\$61,051.38	\$84,024.98
Water Treatment Plant Operator I	G40	Hourly	\$34,038.9	\$46,847.7
		Monthly	\$5,900.07	\$8,120.28
		Annual	\$70,800.86	\$97,443.32
Water Treatment Plant Operator II	G44	Hourly	\$37,572.5	\$51,711.0
		Monthly	\$6,512.57	\$8,963.24
		Annual	\$78,150.80	\$107,558.88
Water Treatment Plant Operator III	G51	Hourly	\$44,661.9	\$61,468.2
		Monthly	\$7,741.39	\$10,654.50
		Annual	\$92,896.70	\$127,853.96

Office Unit

Classification	Range	Time Base	Starting Salary	Ending Salary
Accounting Technician	OU 38	Hourly	\$33,191.6	\$45,499.9
		Monthly	\$5,753.22	\$7,886.65
		Annual	\$69,038.58	\$94,639.74
Accounting Technician (Payroll)	OU 45	Hourly	\$39,454.6	\$54,085.2
		Monthly	\$6,838.80	\$9,374.78
		Annual	\$82,065.62	\$112,497.32
Administrative Assistant	OU 38	Hourly	\$33,191.6	\$45,499.9
		Monthly	\$5,753.22	\$7,886.65
		Annual	\$69,038.58	\$94,639.74
Administrative Specialist - Risk Management	OU 47	Hourly	\$41,451.9	\$56,823.2
		Monthly	\$7,184.99	\$9,849.36
		Annual	\$86,219.90	\$118,192.36
Customer Service Representative	OU 38	Hourly	\$33,191.6	\$45,499.9
		Monthly	\$5,753.22	\$7,886.65
		Annual	\$69,038.58	\$94,639.74
Engineering Technician I	OU 45	Hourly	\$39,454.6	\$54,085.2
		Monthly	\$6,838.80	\$9,374.78
		Annual	\$82,065.62	\$112,497.32

Engineering Technician II	OU 49	Hourly	\$43,550.4	\$59,699.9
		Monthly	\$7,548.72	\$10,347.98
		Annual	\$90,584.69	\$124,175.74
GIS Coordinator	OU 56	Hourly	\$51,767.7	\$70,964.4
		Monthly	\$8,973.08	\$12,300.49
		Annual	\$107,676.92	\$147,605.90
Network & Security Technician	OU 52	Hourly	\$46,899.0	\$64,290.2
		Monthly	\$8,129.16	\$11,143.64
		Annual	\$97,549.92	\$133,723.72
Purchasing/Warehouse Specialist	OU 42	Hourly	\$36,637.4	\$50,223.4
		Monthly	\$6,350.48	\$8,705.39
		Annual	\$76,205.74	\$104,464.62
Senior Accounting Technician	OU 45	Hourly	\$39,454.6	\$54,085.2
		Monthly	\$6,838.80	\$9,374.78
		Annual	\$82,065.62	\$112,497.32
Systems Coordinator	OU 56	Hourly	\$51,767.7	\$70,964.4
		Monthly	\$8,973.08	\$12,300.49
		Annual	\$107,676.92	\$147,605.90
Technology Support Specialist	OU 52	Hourly	\$46,899.0	\$64,290.2
		Monthly	\$8,129.16	\$11,143.64
		Annual	\$97,549.92	\$133,723.72

- (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, 2025

- (a) Effective January 1, 2025, 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	SP 57	Hourly	\$45,857.7	\$59,624.1
		Monthly	\$7,948.68	\$10,334.85
		Annual	\$95,384.12	\$124,018.18
Accounting Supervisor	SP 70	Hourly	\$63,215.2	\$82,192.4
		Monthly	\$10,957.31	\$14,246.68
		Annual	\$131,487.72	\$170,960.14
Assistant Engineer	SP 63	Hourly	\$53,180.8	\$69,145.7
		Monthly	\$9,218.00	\$11,985.26
		Annual	\$110,615.96	\$143,823.16
Associate Engineer	SP 68	Hourly	\$60,169.2	\$78,231.9
		Monthly	\$10,429.34	\$13,560.19
		Annual	\$125,152.04	\$162,722.30

Chief Water Reclamation Plant Operator	SP 69	Hourly	\$61.6734	\$80.1878
		Monthly	\$10,690.05	\$13,899.21
		Annual	\$128,280.62	\$166,790.52
Compost Operations Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Construction Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Control Systems Supervisor	SP 70	Hourly	\$63.2152	\$82.1924
		Monthly	\$10,957.31	\$14,246.68
		Annual	\$131,487.72	\$170,960.14
Customer Service Office Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Customer Service Operations Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Customer Service Programs Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Electrical/Instrumentation Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Engineering Program Manager	SP 78	Hourly	\$77.0216	\$100.1435
		Monthly	\$13,350.42	\$17,358.21
		Annual	\$160,204.98	\$208,298.48
Facilities Maintenance Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Financial Analyst I	SP 60	Hourly	\$49.3837	\$64.2086
		Monthly	\$8,559.85	\$11,129.50
		Annual	\$102,718.20	\$133,553.94
Financial Analyst II	SP 66	Hourly	\$57.2699	\$74.4623
		Monthly	\$9,926.78	\$12,906.79
		Annual	\$119,121.34	\$154,881.48
Human Resources Analyst I	SP 60	Hourly	\$49.3837	\$64.2086
		Monthly	\$8,559.85	\$11,129.50
		Annual	\$102,718.20	\$133,553.94
Human Resources Analyst II	SP 66	Hourly	\$57.2699	\$74.4623
		Monthly	\$9,926.78	\$12,906.79
		Annual	\$119,121.34	\$154,881.48
Human Resources Coordinator	SP 54	Hourly	\$42.5833	\$55.3669
		Monthly	\$7,381.10	\$9,596.93
		Annual	\$88,573.16	\$115,163.10
Legislative Program Manager	SP 74	Hourly	\$69.7778	\$90.7251
		Monthly	\$12,094.81	\$15,725.69
		Annual	\$145,137.72	\$188,708.26
Management Analyst I	SP 60	Hourly	\$49.3837	\$64.2086
		Monthly	\$8,559.85	\$11,129.50
		Annual	\$102,718.20	\$133,553.94
Management Analyst II	SP 66	Hourly	\$57.2699	\$74.4623
		Monthly	\$9,926.78	\$12,906.79
		Annual	\$119,121.34	\$154,881.48

Network & Security Engineer	SP 70	Hourly	\$63.2152	\$82.1924
		Monthly	\$10,957.31	\$14,246.68
		Annual	\$131,487.72	\$170,960.14
Principal Technology Analyst	SP 70	Hourly	\$63.2152	\$82.1924
		Monthly	\$10,957.31	\$14,246.68
		Annual	\$131,487.72	\$170,960.14
Public Affairs Associate I	SP 59	Hourly	\$48.1792	\$62.6425
		Monthly	\$8,351.07	\$10,858.03
		Annual	\$100,212.84	\$130,296.40
Public Affairs Associate II	SP 65	Hourly	\$55.8731	\$72.6461
		Monthly	\$9,684.68	\$12,592.00
		Annual	\$116,216.10	\$151,103.94
Purchasing Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Resource Conservation Supervisor	SP 69	Hourly	\$61.6734	\$80.1878
		Monthly	\$10,690.05	\$13,899.21
		Annual	\$128,280.62	\$166,790.52
Senior Engineer	SP 75	Hourly	\$71.5223	\$92.9932
		Monthly	\$12,397.19	\$16,118.83
		Annual	\$148,766.28	\$193,425.96
SCADA Analyst	SP 65	Hourly	\$55.8731	\$72.6461
		Monthly	\$9,684.68	\$12,592.00
		Annual	\$116,216.10	\$151,103.94
Technical Services Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Water Quality Supervisor	SP 69	Hourly	\$61.6734	\$80.1878
		Monthly	\$10,690.05	\$13,899.21
		Annual	\$128,280.62	\$166,790.52
Water Systems Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40
Water Treatment Supervisor	SP 67	Hourly	\$58.7017	\$76.3238
		Monthly	\$10,174.97	\$13,229.45
		Annual	\$122,099.64	\$158,753.40

(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, 2025

(a) Effective January 1, 2025, 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	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Executive Assistant/Clerk of the Board	M106	Hourly	\$68.0966	\$95.3353
		Monthly	\$11,803.41	\$16,524.78
		Annual	\$141,640.97	\$198,297.40
Facilities Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Facilities Manager/Engineer	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27
Finance Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Finance Manager/CPA	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27
Information Systems Manager	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27
Principal Engineer	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27
Public Affairs & Communications Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Resource Conservation Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Water Reclamation Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Water Reclamation Manager/Engineer	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27
Water Systems Manager	M113	Hourly	\$80.9455	\$113.3236
		Monthly	\$14,030.55	\$19,642.77
		Annual	\$168,366.60	\$235,713.21
Water Systems Manager/Engineer	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27

(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, 2025

(a) Effective January 1, 2025, classifications that are unrepresented shall be paid between the following starting and ending salaries.

Classification	Range	Time Base	Starting Salary	Ending Salary
Assistant General Manager	E164	Hourly	\$105.9168	\$158.8751
		Monthly	\$18,358.90	\$27,538.36
		Annual	\$220,306.79	\$330,460.32
Director of Finance & Administration	E162	Hourly	\$100.8131	\$151.2196
		Monthly	\$17,474.27	\$26,211.41
		Annual	\$209,691.28	\$314,536.87
Director of Engineering & Facilities	E159	Hourly	\$93.6150	\$140.4225
		Monthly	\$16,226.59	\$24,339.89
		Annual	\$194,719.12	\$292,078.68
Director of Water Operations	E159	Hourly	\$93.6150	\$140.4225
		Monthly	\$16,226.59	\$24,339.89
		Annual	\$194,719.12	\$292,078.68
Human Resources Manager	M115	Hourly	\$85.0434	\$119.0608
		Monthly	\$14,740.85	\$20,637.19
		Annual	\$176,890.21	\$247,646.27

(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	\$179.5275	\$373,417.12

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.

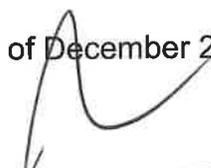
(c) Interns:

(1) Candidates for Bachelor degree programs shall be paid \$18.50 per hour.

(2) Candidates for Master degree programs shall be paid \$20.50 per hour.

(3) Candidates for Doctoral degree programs shall be paid \$22.50 per hour.

PASSED, APPROVED AND ADOPTED this 17th day of December 2024.



Board President

ATTEST:



Board Secretary

APPROVED AS TO FORM:



District Counsel

(SEAL)