

APPENDIX “A” DECEMBER 2024

CLASSIFICATION PLAN/COMPENSATION PLAN

JOB DESCRIPTIONS

Job descriptions are included in Appendix B, Classification Plan of the Handbook.

Title	#	A	B	C	D	E
Clerk I/Laborer	169.5	\$4,674	\$4,908	\$5,153	\$5,411	\$5,681
Utility Worker I	187.5	\$5,591	\$5,870	\$6,164	\$6,472	\$6,796
Clerk II	189.5	\$5,703	\$5,988	\$6,288	\$6,602	\$6,932
Utility Worker II	197.5	\$6,176	\$6,485	\$6,809	\$7,149	\$7,507
Utility Worker III	207.5	\$6,822	\$7,163	\$7,521	\$7,897	\$8,292
Environmental Compliance Specialist	224.5	\$8,079	\$8,483	\$8,907	\$9,353	\$9,820
Office Manager	224.5	\$8,079	\$8,483	\$8,907	\$9,353	\$9,820
Utility Worker IV	227.5	\$8,324	\$8,740	\$9,177	\$9,636	\$10,118

Monthly pay rounded to nearest whole dollar. Actual pay rate table is in Dollars per hour. (Hourly Pay table below).

HOURLY PAY TABLE:

Title	#	A	B	C	D	E
Clerk I/Laborer	169.5	\$26.9	\$28.31	\$29.73	\$31.22	\$32.78
Utility Worker I	187.5	\$32.25	\$33.87	\$35.56	\$37.34	\$39.21
Clerk II	189.5	\$32.90	\$34.55	\$36.28	\$38.09	\$39.99
Utility Worker II	197.5	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31
Utility Worker III	207.5	\$39.36	\$41.33	\$43.39	\$45.56	\$47.84
Environmental Compliance Specialist	224.5	\$46.61	\$48.94	\$51.39	\$53.96	\$56.66
Office Manager	224.5	\$46.61	\$48.94	\$51.39	\$53.96	\$56.66
Utility Worker IV	227.5	\$48.02	\$50.42	\$52.95	\$55.59	\$58.37

STAND-BY PAY

Employees on stand-by duty will be paid an additional amount equal to 2 hours of the amount shown on the District hourly pay table for the Utility Worker III (Step E) for each day assigned stand-by duty. Employees assigned alternate stand-by duty will be paid this same amount for each day assigned such duty.

HOLIDAYS

The District observes the following twelve (12) holidays:

New Year’s Day	Independence Day (July 4 th)	Day after Thanksgiving
Martin Luther King Jr. Day	Labor Day	Christmas Eve
Presidents’ Day	Veterans’ Day	Christmas Day
Memorial Day	Thanksgiving Day	New Year’s Eve Day

HEALTH INSURANCE BENEFITS

The District pays the full cost of an employee's enrollment, including the enrollment of up to three eligible dependents, in a health benefits plan equal in cost to the Blue Shield Access Plus HMO Region 2 Basic Family Rate (Party Rate 3) per month, or the equivalent plan, effective January 1, 2025.

RETIREMENT: VESTED EMPLOYEE CONTRIBUTION

For the current fiscal year, District has elected to continue contributing 100% of the maximum legal contribution amount for Vested Employees with more than five years of service.