



Reviewed by:  Date: 2-11-22  
General Manager

DATE: February 11, 2022  
TO: Board of Directors  
FROM: Human Resources Manager  
SUBJECT: Approve Amended Operations Unit Pay Schedule

---

**RECOMMENDATION:** That the Board approve the **Amended Operations Unit Pay Schedule** of July 1, 2021.

---

## **BACKGROUND & DISCUSSION**

The following information was presented and discussed with the District's Finance and Personnel Committees on February 2, 2022.

In the Spring of 2021, the District and the Operating Engineers Local 3 (OE3) agreed to increase the pay of the Heavy Equipment Technicians and their supervisor (Maintenance Shop Supervisor) by 5%, to give the District a competitive advantage in recruiting for these positions. The pay increases became necessary when a journey-level technician position remained vacant for more than one year. During that time, three qualified candidates accepted offers, but later declined after receiving counter offers from other employers.

Due to a miscommunication/misunderstanding issue, the pay increase was not only awarded as intended to the Heavy Equipment Technician classifications, but also to the Heavy Equipment Operator classification and their supervisor in error. The Maintenance Shop Supervisor did not receive the intended pay increase. Staff recently discovered the error and informed the affected employees (8) and the OE3 Business Representative of the error. The erroneous pay increases were discontinued effective January 15, 2022 and employees were offered a variety of reimbursement terms including using accrued paid time off, 6-month and 12-month payroll deductions and deferral of future pay increases as methods for reimbursing the District the wage overpayment.

The related pay schedule effective July 1, 2021 was approved by the Board as part of the FY 2021/22 budget. Since it included the unintended pay increases for the Heavy Equipment Operator and Heavy Equipment Supervisor classifications and inadvertently failed to include the pay increase for the Maintenance Shop Supervisor, an amendment to the Operations Unit Pay Schedule is necessary to accurately reflect employee compensation. Attachment A is the Amended Operations Unit Pay Schedule.

Approve Amended Operations Unit Pay Schedule  
February 11, 2022

**FISCAL IMPACT**

The total overpayment amounts to approximately \$20,000 and was included in the FY 2021/22 Budget.

**CONCLUSION**

Staff requests Board approval of the Amended Operatios Unit Pay Schedule, effective July 1, 2021, to ensure compliance with CalPERS compensation requirements.

Respectfully,



---

Berta R. Torres

**MRWMD**  
**Operations Unit**  
**Effective July 1, 2021**

ATTACHMENT A

Amended and Board Approved: 2/18/22

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LONGEVITY	
							10 Year	15 Year
Power Systems Supervisor								
Bi-weekly	3,763.91	3,951.83	4,149.80	4,357.13	4,574.49	4,803.22	4,923.30	5,043.38
Hourly	47.05	49.40	51.87	54.46	57.18	60.04	61.54	63.04
Power Systems Senior Technician								
Bi-weekly	3,413.47	3,584.02	3,763.91	3,951.83	4,149.80	4,357.13	4,466.05	4,574.98
Hourly	42.67	44.80	47.05	49.40	51.87	54.46	55.83	57.19
Maintenance Shop Supervisor								
Bi-weekly	3,406.49	3,575.66	3,754.85	3,942.55	4,139.54	4,347.32	4,456.00	4,564.68
Hourly	42.58	44.70	46.94	49.28	51.74	54.34	55.70	57.06
Senior Heavy Equipment Technician								
Bi-weekly	3,251.64	3,413.13	3,584.19	3,763.35	3,951.38	4,149.72	4,253.46	4,357.20
Hourly	40.65	42.66	44.80	47.04	49.39	51.87	53.17	54.47
MRF Maintenance Supervisor								
Bi-weekly	3,095.81	3,250.96	3,413.47	3,584.02	3,763.91	3,951.83	4,050.63	4,149.42
Hourly	38.70	40.64	42.67	44.80	47.05	49.40	50.63	51.87
Electro-Mechanical Technician								
Bi-weekly	3,095.81	3,250.96	3,413.47	3,584.02	3,763.91	3,951.83	4,050.63	4,149.42
Hourly	38.70	40.64	42.67	44.80	47.05	49.40	50.63	51.87
Heavy Equipment Supervisor								
Bi-weekly	3,021.57	3,171.37	3,329.87	3,497.06	3,672.29	3,854.87	3,951.24	4,047.61
Hourly	37.77	39.64	41.62	43.71	45.90	48.19	49.39	50.60
Heavy Equipment Technician III								
Bi-weekly	3,096.80	3,250.60	3,413.51	3,584.15	3,763.22	3,952.10	4,050.91	4,149.71
Hourly	38.71	40.63	42.67	44.80	47.04	49.40	50.64	51.87
Site Maintenance Supervisor								
Bi-weekly	2,808.22	2,949.33	3,095.81	3,250.96	3,413.47	3,584.02	3,673.62	3,763.22
Hourly	35.10	36.87	38.70	40.64	42.67	44.80	45.92	47.04
Heavy Equipment Operator								
Bi-weekly	2,740.02	2,877.11	3,021.57	3,171.37	3,329.87	3,497.07	3,584.49	3,671.92
Hourly	34.25	35.96	37.77	39.64	41.62	43.71	44.81	45.90
MRF Supervisor								
Bi-weekly	2,740.02	2,877.11	3,021.57	3,171.37	3,329.87	3,497.07	3,584.49	3,671.92
Hourly	34.25	35.96	37.77	39.64	41.62	43.71	44.81	45.90
Scale Supervisor								
Bi-weekly	2,674.47	2,808.22	2,949.33	3,095.81	3,250.96	3,413.47	3,498.81	3,584.15
Hourly	33.43	35.10	36.87	38.70	40.64	42.67	43.74	44.80
Power Systems Maintenance Tech								
Bi-weekly	2,547.39	2,674.47	2,808.22	2,949.33	3,095.81	3,250.96	3,332.23	3,413.51
Hourly	31.84	33.43	35.10	36.87	38.70	40.64	41.65	42.67

**MRWMD**  
**Operations Unit**  
**Effective July 1, 2021**

ATTACHMENT A

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Senior Weighmaster								
Bi-weekly	2,541.72	2,668.25	2,802.13	2,941.92	3,089.04	3,244.26	3,325.37	3,406.48
Hourly	31.77	33.35	35.03	36.77	38.61	40.55	41.57	42.58
Senior HHW Technician								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Senior Maintenance Worker								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Senior MRF Operator								
Bi-weekly	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,171.37	3,250.65	3,329.94
Hourly	31.06	32.62	34.25	35.96	37.77	39.64	40.63	41.62
Heavy Equipment Technician II								
Bi-weekly	2,546.96	2,674.75	2,808.19	2,948.63	3,096.80	3,250.60	3,331.86	3,413.13
Hourly	31.84	33.43	35.10	36.86	38.71	40.63	41.65	42.66
LCM Assistant Manager								
Bi-weekly	2,425.68	2,547.39	2,674.47	2,808.22	2,949.33	3,095.81	3,173.20	3,250.60
Hourly	30.32	31.84	33.43	35.10	36.87	38.70	39.67	40.63
Hazardous Material Technician								
Bi-weekly	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	3,021.57	3,097.11	3,172.65
Hourly	29.58	31.06	32.62	34.25	35.96	37.77	38.71	39.66
Heavy Equipment Technician I								
Bi-weekly	2,426.18	2,546.96	2,674.75	2,808.19	2,948.63	3,096.80	3,174.22	3,251.64
Hourly	30.33	31.84	33.43	35.10	36.86	38.71	39.68	40.65
Weighmaster								
Bi-weekly	2,310.65	2,425.68	2,547.39	2,674.47	2,808.22	2,949.33	3,023.07	3,096.80
Hourly	28.88	30.32	31.84	33.43	35.10	36.87	37.79	38.71
LCM Supervisor								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76
Maintenance Worker II								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76
MRF Operator II								
Bi-weekly	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,877.11	2,949.04	3,020.96
Hourly	28.16	29.58	31.06	32.62	34.25	35.96	36.86	37.76
Sort Systems Operator								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96

**MRWMD**  
**Operations Unit**  
**Effective July 1, 2021**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	10 Year	15 Year
Maintenance Worker I								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96
MRF Operator I								
Bi-weekly	2,147.46	2,253.13	2,366.15	2,484.52	2,609.59	2,740.02	2,808.52	2,877.02
Hourly	26.84	28.16	29.58	31.06	32.62	34.25	35.11	35.96
Associate Operator								
Bi-weekly	1,591.90	1,671.49	1,755.27	1,843.26	1,935.41	2,031.77	2,082.56	2,133.36
Hourly	19.90	20.89	21.94	23.04	24.19	25.40	26.03	26.67

3% over 2020-2021 salary schedule

Heavy Equipment Technician I, II, II, Senior Heavy Equipment Technician, Maintenance Shop Supervisor - additional 5%