

BOARD MEETING DATE: March 2, 2018

AGENDA NO. 36

**PROPOSAL:** Approve Amendments to Compensation and Work Condition Provisions for Non-Represented Employees, and Amend Agreements with Executive Officer and the General Counsel for Comparable Terms

**SYNOPSIS:** This action is to present amendments to the SCAQMD *Salary Resolution* and SCAQMD *Administrative Code* for consideration and approval. The proposed amendments address compensation and work conditions for non-represented employees for a three-year period. This action is also to amend the executive management agreements of the Executive Officer and the General Counsel to increase their salary and to amend benefit provisions, with terms comparable to those for the non-represented employees.

**COMMITTEE:** No Committee Review

**RECOMMENDED ACTIONS:**

1. Approve amendments to the SCAQMD *Salary Resolution* and the SCAQMD *Administrative Code* to effect terms to modify compensation and work condition provisions for non-represented employees. Changes to the SCAQMD *Salary Resolution* and SCAQMD *Administrative Code* are shown in Attachments A and B.
2. Adopt the Resolution in Attachment C, amending SCAQMD's *Salary Resolution* and *Administrative Code*.
3. Approve amendments to the Executive Management Agreements with the Executive Officer and the General Counsel to amend salary and benefit provisions with terms comparable to those for the non-represented employees. Proposed amendments are shown in Attachments D and E, respectively.

Dr. William A. Burke  
Chairman

## **Background**

On January 5, 2018, the Board approved a new three-year MOU with Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units. The MOU included: the addition of three new Salary Steps (6,7,8) with a 3% salary increase with each Step advance; a modified accrual limit, and a new sell back provision for Holiday Earned Hours; a \$2 increase to the Standby Pay rate; a \$1 increase to the Night Service Differential; expansion of the eligibility for Rideshare incentives to all members; and increases to the limit for tuition reimbursement. Other amendments addressed changes to Vacation accrual and payout, Callback pay, the provision for health insurance costs, and work conditions, as well as language clarifications. Where applicable, similar provisions are being proposed for non-represented employees, which includes the Confidential Unit, Management, and Designated Deputies. In addition, amendments to the salary and benefits provisions of the Executive Officer and the General Counsel agreements are being recommended.

## **Proposal**

The proposed amendments to the SCAQMD *Salary Resolution* and SCAQMD *Administrative Code* include: the addition of three new Salary Steps (6,7,8) with a 2.75% salary increase with each Step advance, effective July 1 of 2018, 2019, and 2020, for Confidential and Management employees, and the Health Effects Officer position; annual salary increases of 2.75%, effective July 1 of 2018, 2019, and 2020, for Designated Deputies (other than the Health Effects Officer); a modified accrual limit, and a new sell back provision for Holiday Earned Hours; a \$2 increase to the Standby Pay rate; a \$1 increase to the Night Service Differential; an increase to the limit for tuition reimbursement; and expansion of the eligibility for Rideshare incentives to all Confidential, Management, and Designated Deputies. Other amendments address changes to work conditions, as well as language clarifications. Proposed changes to the *Salary Resolution* and *Administrative Code* are reflected in Attachments A and B, respectively.

Comparable terms for the Executive Officer and the General Counsel are proposed for approval. The Executive Officer's salary will be increased by 2.75%, effective July 1, 2018, to \$278,535.40. In addition, the District's annual contribution amount to the Executive Officer's 401(a) Plan account will be increased by \$500, to match the new IRS limits. The General Counsel's salary will be increased by 2.75%, effective July 1, 2018, to \$208,257.81. Other applicable provisions will be included. Proposed changes to the Executive Management Agreements with the Executive Officer and the General Counsel are reflected in Attachments D and E, respectively.

**Resource Impacts**

There is sufficient funding available in the FY 2017-18 Budget to cover the costs of the proposed adjustments to salary and benefits through June 2018. Funding for costs going forward will be requested in future fiscal year budgets.

**Attachments**

Attachment A – Amendments to *Salary Resolution*

Attachment B – Amendments to *SCAQMD Administrative Code*

Attachment C – Resolution - Amend SCAQMD's *Salary Resolution* and SCAQMD's *Administrative Code*

Attachment D – Amendments to Executive Management Agreement (Executive Officer)

Attachment E – Amendments to Executive Management Agreement (General Counsel)

**ATTACHMENT A**  
**AMENDMENTS TO *SALARY RESOLUTION***

**SOUTH COAST**

**AIR QUALITY MANAGEMENT DISTRICT**

***SALARY RESOLUTION***

**~~March 3, 2017~~March 2, 2018**

## **Section 23. DIFFERENTIAL FOR NIGHT SERVICE**

a. For purposes of this section only:

- (1) An evening shift is a regularly established work shift at least one-half of which falls between the hours of 4 p.m. and 11 p.m.
- (2) A night shift is a regularly established work shift at least one-half of which falls between the hours of 9 p.m. and 8 a.m.

b. A \$12-per-hour bonus may be paid to any employee for each hour worked during an evening or night shift, except as otherwise provided herein.

## **Section 24. STANDBY PAY**

When authorized, a \$13-per-hour payment may be paid to any employee assigned regularly scheduled periods of standby service at off-duty times. Employees who are required to stand by must be available to return to duty with minimal delay, which may or may not require travel to SCAQMD headquarters or another location. Employees on standby shall not be considered to be inconvenienced or have their normal activities restricted if they are required to wear a paging device be available to respond to phone calls or text message by mobile phone, or are required to leave a telephone number where they can be reached by management or management's designee be available to respond to instant messages or emails.

## **Section 25. CALLBACK PAY**

- a. ~~Whenever employees are unexpectedly ordered by their supervisors to return to duty because of unanticipated work requirements, such return to duty shall be deemed to be a callback if the order to return is given to the employee following termination of his or her normal work shift and departure from the work location, and such return occurs within 24 hours of when the order is given, but not less than two (2) hours before the established starting time of the employee's next regular shift. Represented employees shall refer to their MOU for Callback Pay provisions.~~
- b. ~~Any exempt employee as defined under the Fair Labor Standards Act (FLSA) employed in a full-time permanent position shall receive callback pay as follows:~~
- ~~(1) Minimum payment equal to four (4) hours of pay at time and one-half; or~~
  - ~~(2) Minimum payment equal to four (4) hours of compensatory time at time and one-half to be added to his or her balance.~~

~~If the total number of hours worked during the callback exceeds four (4) hours, the employee shall receive compensation at time and one-half for all hours worked. As an alternative, the employee may opt to receive compensatory time at time and one-half for all hours worked. The compensatory time and overtime provisions of this section shall apply regardless of the compensatory time balance of the employee prior to being called back.~~

~~Nonexempt employees as defined by FLSA shall not be afforded the compensating time option cited above. All nonexempt employees shall receive a minimum payment at the rate of four (4) hours of pay at time and one half their regular rate of pay. If the total number of hours worked during the callback exceeds four (4) hours, employees shall receive overtime pay at time and one half their regular rate of pay. The term "regular rate" shall be as defined by FLSA.~~

~~c. Whenever an employee is unexpectedly ordered by his or her supervisor to return to duty as provided above, but such return occurs less than two (2) hours before the established starting time of the employee's next regular shift, it shall be deemed an early shift start, and the employee shall be compensated at overtime rates for any overtime worked as a direct result thereof.~~

~~d~~b. This section shall not apply to management and confidential employees.

## Section 27. WORK WEEK

a. Four-Day Work Week. All persons employed by SCAQMD shall work on a four (4)-day-per-week basis, except as follows:

- (1) Where the Executive Officer finds that a four (4)-day work week is impracticable, he or she may authorize work on a 40-hour week basis. Such change in the number of work days shall not alter the basis for, nor entitlement to receive, the same rights and privileges as provided all employees who work a four (4)-day, 40-hour week.
- (2) In case of extraordinary emergency, the Board may authorize more than four (4) days (or more than five (5) days, if on a five (5)-day, eight (8)-hour schedule) in any one (1) calendar week.
- (3) Whenever in Section 53 of this *Resolution* the number of hours for a position is specified following the title of a position, that number shall be the basic number of hours per week for the position.
- (4) Notwithstanding the above, the appointing authority may require any employee to work for more than four (4) days per week or for more than the regular number of hours in an assigned work day or week when public necessity or convenience requires such work.

Full-time employees shall work four (4) ten (10)-hour days within a seven (7) calendar-day period. This work schedule shall be applied to all employees, unless specifically exempted by management. Beginning January 2, 1995, for Designated Deputies, management, and confidential employees, and employees in the Technical and Enforcement and Office Clerical and Maintenance bargaining units, and May 1, 1996, for employees in the Professional bargaining unit, work days will be Tuesday through Friday, except that management may designate alternative work days for individual employees when operational needs require it.

Employees may choose, subject to supervisory approval, to start work as early as ~~7~~6:30 a.m. and end work as late as ~~6:30~~7:00 p.m.

Management may designate alternative work schedules for individual employees when operational needs require it. Reasonable advance notice shall be given to employees whose work schedules are changed. (Union-represented employees should see Article 5, "Work Week," Section 3, of their *Memorandum of Understanding*.)

Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.

## Section 28. HOLIDAYS

a. Definition. SCAQMD-paid holidays shall be:

- (1) July 4 (Independence Day)
- (2) First Monday in September (Labor Day)
- (3) November 11 (Veterans' Day)
- (4) Fourth Thursday and following Friday in November (Thanksgiving and following day)
- (5) December 25 (Christmas)
- (6) January 1 (New Year's Day)
- (7) Third Monday in January (Martin Luther King, Jr.'s Birthday)
- (8) Third Monday in February (President's Day)
- (9) Last Monday in May (Memorial Day)

On each September 1, SCAQMD employees shall be granted ten (10) hours (or eight (8) hours if working a 4/8 or 5/8 schedule) of floating holiday time in lieu of celebrating Admissions Day. On each February 1, SCAQMD employees shall be granted ten (10) hours (or eight (8) hours if working a 4/8 or 5/8 schedule) of floating holiday time in lieu of celebrating Abraham Lincoln's birthday.

Whenever any employee is unable to take such time off as provided by this section regarding floating holidays, such time may be carried over into the next succeeding calendar year during which year such time off must be taken or it is lost. However, if a pay period bridges two calendar years, an employee will have until the end of that pay period to take off floating holiday time before it is lost.

b. Paid Leave. Any employee who is employed on a biweekly basis shall be entitled to paid leave for holidays as defined by subsection a. of this section, as follows:

- (1) Forty (40)-hour-per-week employees and employees exempted for a medical condition from the 4/10 schedule who are regularly scheduled to work a minimum of four (4) eight (8)-hour days per week who charge a minimum of four (4) hours work or accrued leave time on the work day falling immediately before or, as long as it is within the same pay period, immediately after a holiday (when two (2) holidays occur on consecutive days, four (4) hours per holiday, or eight (8) hours, must be charged).
  - (a) Any employee working a 4/10 work schedule shall receive ten (10) hours of holiday pay for each said holiday.
  - (b) Any employee working a 4/8 or 5/8 work schedule shall receive eight (8) hours of holiday pay for each said holiday.
  - (c) ~~Whenever a represented employee's regularly scheduled day off falls on a holiday, he or she shall be granted ten (10) hours of compensatory time (eight (8) hours if working a 4/8 or 5/8 schedule). This time shall be accounted for in the same manner as that earned under Article 6 of the MOU.~~ Whenever a management or confidential employee's regularly scheduled day off falls on a holiday, he or she shall be granted



ten (10) hours of holiday leave time (eight (8) hours if working a 4/8 or 5/8 schedule) to be taken off at a later day subject to prior approval by such employee's supervisor.

- (d) Confidential employees working on a fixed SCAQMD holiday shall receive one (1) hour of holiday leave time for each one (1) hour worked up to ten (10) hours (or eight (8) hours if the employee is on a 5/8 work schedule). Any compensation for management employees working on a fixed holiday shall be in accordance with guidelines set by the Executive Officer, except that such compensation shall not exceed that granted confidential employees.
- (2) Part-time employees. Any part-time employee employed on a biweekly basis shall be allowed paid leave for each said holiday in the manner set forth in this section, but in an amount equal to the fraction of ten (10) hours or eight (8) hours equivalent to the basis for compensating said position.

c. Holiday Earned.

~~(3)(1)~~ Whenever any employee is unable to take such time off as provided by this section 28b(1)(c) above in the same calendar year in which it is earned, such time may be carried over into the next succeeding calendar year, during which year such time off must be taken or it is lost. However, if a pay period bridges two (2) calendar years, an employee will have until the end of that pay period to take off holiday time before it is lost. accrued for up to 140 hours. Holiday earned accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls below 140. ~~This paragraph does not apply to compensatory time earned by represented employees under Section 28b(1)(c) above.~~

(2) From March 2, 2018 through March 31, 2018, any non-represented employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 70 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

Beginning April 1, 2018, any non-represented employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 40 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

~~(4)~~ d. Holiday Time Payoff. Any employee about to leave the service of SCAQMD shall be allowed a leave of absence of accumulated holiday time that has not been taken, calculated according to the provisions of this section. In place of this leave, a lump sum payment may be made to the employee. This payment shall be calculated by multiplying the employee's unused holiday time by his or her regular hourly rate at the date of termination.

## Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES

### **Effective April 5, 2013**

~~Effective with pay period 1310, or as soon as practicable, each management or confidential employee shall receive a one-time payment equal to one percent (1%) of their annual base salary.~~

### **Effective December 6, 2013**

~~Effective as soon as practicable after December 6, 2013, each management and confidential employee shall receive a one-time payment equal to 0.5% of their annual base salary.~~

~~Effective with the start of the pay period encompassing January 1, 2015.~~

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$62,515</b>	<b>\$77,359</b>
Administrative Assistant	<b>\$78,464</b>	<b>\$97,200</b>
Administrative Secretary	<b>\$52,957</b>	<b>\$65,565</b>
Administrative Secretary/Legal	<b>\$57,286</b>	<b>\$70,910</b>
Affirmative Action Officer	<b>\$84,157</b>	<b>\$102,312</b>
Assistant Database Administrator	<b>\$73,068</b>	<b>\$90,529</b>
Atmospheric Measurements Manager	<b>\$112,015</b>	<b>\$136,214</b>
Building Maintenance Manager	<b>\$84,157</b>	<b>\$102,312</b>
Business Services Manager	<b>\$84,157</b>	<b>\$102,312</b>
Clean Fuels Officer	<b>\$101,848</b>	<b>\$123,810</b>
Clerk of the Boards	<b>\$84,157</b>	<b>\$102,312</b>
Community Relations Manager	<b>\$84,157</b>	<b>\$102,312</b>
Controller	<b>\$112,015</b>	<b>\$136,214</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Database Administrator	<b>\$95,079</b>	<b>\$117,738</b>
Deputy District Counsel I	<b>\$75,442</b>	<b>\$93,512</b>
Deputy District Counsel II	<b>\$101,848</b>	<b>\$123,810</b>
Executive Secretary	<b>\$63,939</b>	<b>\$79,335</b>
Financial Analyst	<b>\$78,464</b>	<b>\$97,200</b>
Financial Services Manager	<b>\$112,015</b>	<b>\$136,214</b>
Graphic Arts Manager	<b>\$84,157</b>	<b>\$102,312</b>
Human Resources Analyst	<b>\$78,464</b>	<b>\$97,200</b>
Human Resources Manager	<b>\$112,015</b>	<b>\$136,214</b>
Human Resources Technician	<b>\$51,272</b>	<b>\$63,474</b>
Investigations Manager	<b>\$84,157</b>	<b>\$102,312</b>
Legal Secretary	<b>\$52,957</b>	<b>\$65,565</b>
Legislative Analyst	<b>\$66,611</b>	<b>\$82,530</b>
Legislative Assistant	<b>\$57,286</b>	<b>\$70,910</b>
Planning & Rules Manager	<b>\$112,015</b>	<b>\$136,214</b>
Principal Deputy District Counsel	<b>\$120,768</b>	<b>\$146,859</b>
Procurement Manager	<b>\$112,015</b>	<b>\$136,214</b>
Public Affairs Manager	<b>\$92,610</b>	<b>\$112,596</b>
Quality Assurance Manager	<b>\$101,848</b>	<b>\$123,810</b>
Risk Manager	<b>\$92,610</b>	<b>\$112,596</b>
Secretary (Confidential)	<b>\$43,167</b>	<b>\$53,481</b>
Senior Accountant	<b>\$68,906</b>	<b>\$85,174</b>
Senior Administrative Secretary	<b>\$57,286</b>	<b>\$70,910</b>
Senior AQ Engineering Manager	<b>\$112,015</b>	<b>\$136,214</b>
Senior Deputy District Counsel	<b>\$115,375</b>	<b>\$140,300</b>
Senior Enforcement Manager	<b>\$112,015</b>	<b>\$136,214</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Public Affairs Manager	<b>\$112,015</b>	<b>\$136,214</b>
Senior Public Information Specialist	<b>\$70,503</b>	<b>\$87,294</b>
Supervising Payroll Technician	<b>\$52,550</b>	<b>\$64,984</b>
Systems Analyst	<b>\$85,668</b>	<b>\$106,061</b>
Systems & Programming Supervisor	<b>\$95,079</b>	<b>\$117,738</b>
Technology Implementation Manager	<b>\$112,015</b>	<b>\$136,214</b>
Telecommunications Analyst	<b>\$77,591</b>	<b>\$96,096</b>
Telecommunications Supervisor	<b>\$86,946</b>	<b>\$105,712</b>
Workers Comp. & Safety Analyst	<b>\$62,515</b>	<b>\$77,359</b>

Effective with the start of the pay period encompassing January 1, 2016.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$63,453</b>	<b>\$78,519</b>
Administrative Assistant	<b>\$79,640</b>	<b>\$98,658</b>
Administrative Secretary	<b>\$53,752</b>	<b>\$66,548</b>
Administrative Secretary/Legal	<b>\$58,146</b>	<b>\$71,974</b>
Affirmative Action Officer	<b>\$85,419</b>	<b>\$103,847</b>
Assistant Database Administrator	<b>\$74,164</b>	<b>\$91,887</b>
Atmospheric Measurements Manager	<b>\$113,696</b>	<b>\$138,257</b>
Building Maintenance Manager	<b>\$85,419</b>	<b>\$103,847</b>
Business Services Manager	<b>\$85,419</b>	<b>\$103,847</b>
Clean Fuels Officer	<b>\$103,376</b>	<b>\$125,667</b>
Clerk of the Boards	<b>\$85,419</b>	<b>\$103,847</b>
Community Relations Manager	<b>\$85,419</b>	<b>\$103,847</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Controller	\$113,696	\$138,257
Database Administrator	\$96,505	\$119,504
Deputy District Counsel I	\$76,574	\$94,914
Deputy District Counsel II	\$103,376	\$125,667
Executive Secretary	\$64,898	\$80,525
Financial Analyst	\$79,640	\$98,658
Financial Services Manager	\$113,696	\$138,257
Graphic Arts Manager	\$85,419	\$103,847
Human Resources Analyst	\$79,640	\$98,658
Human Resources Manager	\$113,696	\$138,257
Human Resources Technician	\$52,041	\$64,426
Investigations Manager	\$85,419	\$103,847
Legal Secretary	\$53,752	\$66,548
Legislative Analyst	\$67,610	\$83,768
Legislative Assistant	\$58,146	\$71,974
Planning & Rules Manager	\$113,696	\$138,257
Principal Deputy District Counsel	\$122,580	\$149,061
Procurement Manager	\$113,696	\$138,257
Public Affairs Manager	\$93,999	\$114,285
Quality Assurance Manager	\$103,376	\$125,667
Risk Manager	\$93,999	\$114,285
Secretary (Confidential)	\$43,815	\$54,283
Senior Accountant	\$69,940	\$86,452
Senior Administrative Secretary	\$58,146	\$71,974
Senior AQ Engineering Manager	\$113,696	\$138,257
Senior Deputy District Counsel	\$117,106	\$142,404

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Enforcement Manager	<b>\$113,696</b>	<b>\$138,257</b>
Senior Public Affairs Manager	<b>\$113,696</b>	<b>\$138,257</b>
Senior Public Information Specialist	<b>\$71,561</b>	<b>\$88,603</b>
Supervising Payroll Technician	<b>\$53,339</b>	<b>\$65,959</b>
Systems Analyst	<b>\$86,953</b>	<b>\$107,652</b>
Systems & Programming Supervisor	<b>\$96,505</b>	<b>\$119,504</b>
Technology Implementation Manager	<b>\$113,696</b>	<b>\$138,257</b>
Telecommunications Analyst	<b>\$78,755</b>	<b>\$97,538</b>
Telecommunications Supervisor	<b>\$88,250</b>	<b>\$107,297</b>
Workers Comp. & Safety Analyst	<b>\$63,453</b>	<b>\$78,519</b>

Effective with the start of the pay period encompassing January 1, 2017.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$64,404</b>	<b>\$79,697</b>
Administrative Assistant	<b>\$80,835</b>	<b>\$100,138</b>
Administrative Secretary	<b>\$54,558</b>	<b>\$67,546</b>
Administrative Secretary/Legal	<b>\$59,018</b>	<b>\$73,054</b>
Affirmative Action Officer	<b>\$86,701</b>	<b>\$105,405</b>
Assistant Database Administrator	<b>\$75,276</b>	<b>\$93,265</b>
Atmospheric Measurements Manager	<b>\$115,401</b>	<b>\$140,331</b>
Building Maintenance Manager	<b>\$86,701</b>	<b>\$105,405</b>
Business Services Manager	<b>\$86,701</b>	<b>\$105,405</b>
Clean Fuels Officer	<b>\$104,926</b>	<b>\$127,552</b>
Clerk of the Boards	<b>\$86,701</b>	<b>\$105,405</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Community Relations Manager	<b>\$86,701</b>	<b>\$105,405</b>
Controller	<b>\$115,401</b>	<b>\$140,331</b>
Database Administrator	<b>\$97,953</b>	<b>\$121,296</b>
Deputy District Counsel I	<b>\$77,723</b>	<b>\$96,338</b>
Deputy District Counsel II	<b>\$104,926</b>	<b>\$127,552</b>
Executive Secretary	<b>\$65,871</b>	<b>\$81,732</b>
Financial Analyst	<b>\$80,835</b>	<b>\$100,138</b>
Financial Services Manager	<b>\$115,401</b>	<b>\$140,331</b>
Graphic Arts Manager	<b>\$86,701</b>	<b>\$105,405</b>
Human Resources Analyst	<b>\$80,835</b>	<b>\$100,138</b>
Human Resources Manager	<b>\$115,401</b>	<b>\$140,331</b>
Human Resources Technician	<b>\$52,822</b>	<b>\$65,392</b>
Investigations Manager	<b>\$86,701</b>	<b>\$105,405</b>
Legal Secretary	<b>\$54,558</b>	<b>\$67,546</b>
Legislative Analyst	<b>\$68,624</b>	<b>\$85,025</b>
Legislative Assistant	<b>\$59,018</b>	<b>\$73,054</b>
Planning & Rules Manager	<b>\$115,401</b>	<b>\$140,331</b>
Principal Deputy District Counsel	<b>\$124,418</b>	<b>\$151,297</b>
Procurement Manager	<b>\$115,401</b>	<b>\$140,331</b>
Public Affairs Manager	<b>\$95,409</b>	<b>\$115,999</b>
Quality Assurance Manager	<b>\$104,926</b>	<b>\$127,552</b>
Risk Manager	<b>\$95,409</b>	<b>\$115,999</b>
Secretary (Confidential)	<b>\$44,472</b>	<b>\$55,097</b>
Senior Accountant	<b>\$70,989</b>	<b>\$87,748</b>
Senior Administrative Secretary	<b>\$59,018</b>	<b>\$73,054</b>
Senior AQ Engineering Manager	<b>\$115,401</b>	<b>\$140,331</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Deputy District Counsel	<b>\$118,862</b>	<b>\$144,541</b>
Senior Enforcement Manager	<b>\$115,401</b>	<b>\$140,331</b>
Senior Public Affairs Manager	<b>\$115,401</b>	<b>\$140,331</b>
Senior Public Information Specialist	<b>\$72,634</b>	<b>\$89,932</b>
Supervising Payroll Technician	<b>\$54,139</b>	<b>\$66,948</b>
Systems Analyst	<b>\$88,257</b>	<b>\$109,266</b>
Systems & Programming Supervisor	<b>\$97,953</b>	<b>\$121,296</b>
Technology Implementation Manager	<b>\$115,401</b>	<b>\$140,331</b>
Workers Comp. & Safety Analyst	<b>\$64,404</b>	<b>\$79,697</b>

Effective with the start of the pay period encompassing July 1, 2018.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>	<b>Step 6</b>
<u>Accountant</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>
<u>Administrative Assistant</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>
<u>Administrative Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>
<u>Administrative Secretary/Legal</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>
<u>Affirmative Action Officer</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Assistant Database Administrator</u>	<b><u>\$75,276</u></b>	<b><u>\$93,265</u></b>	<b><u>\$95,831</u></b>
<u>Atmospheric Measurements Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>
<u>Building Maintenance Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Business Services Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Clean Fuels Officer</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>
<u>Clerk of the Boards</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Community Relations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>



<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>	<b>Step 6</b>
<u>Controller</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Database Administrator</u>	<u>\$97,953</u>	<u>\$121,296</u>	<u>\$124,633</u>
<u>Deputy District Counsel I</u>	<u>\$77,723</u>	<u>\$96,338</u>	<u>\$98,986</u>
<u>Deputy District Counsel II</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>
<u>Executive Secretary</u>	<u>\$65,871</u>	<u>\$81,732</u>	<u>\$83,980</u>
<u>Financial Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>
<u>Financial Services Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Graphic Arts Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>
<u>Human Resources Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>
<u>Human Resources Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Human Resources Technician</u>	<u>\$52,822</u>	<u>\$65,392</u>	<u>\$67,190</u>
<u>Investigations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>
<u>Legal Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>
<u>Legislative Analyst</u>	<u>\$68,624</u>	<u>\$85,025</u>	<u>\$87,362</u>
<u>Legislative Assistant</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>
<u>Planning &amp; Rules Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Principal Deputy District Counsel</u>	<u>\$124,418</u>	<u>\$151,297</u>	<u>\$155,457</u>
<u>Procurement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Public Affairs Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>
<u>Quality Assurance Manager</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>
<u>Risk Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>
<u>Secretary (Confidential)</u>	<u>\$44,472</u>	<u>\$55,097</u>	<u>\$56,612</u>
<u>Senior Accountant</u>	<u>\$70,989</u>	<u>\$87,748</u>	<u>\$90,161</u>
<u>Senior Administrative Secretary</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>
<u>Senior AQ Engineering Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Deputy District Counsel</u>	<u>\$118,862</u>	<u>\$144,541</u>	<u>\$148,516</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>
<u>Senior Enforcement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Public Affairs Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Public Information Specialist</u>	<u>\$72,634</u>	<u>\$89,932</u>	<u>\$92,406</u>
<u>Supervising Payroll Technician</u>	<u>\$54,139</u>	<u>\$66,948</u>	<u>\$68,789</u>
<u>Systems Analyst</u>	<u>\$88,257</u>	<u>\$109,266</u>	<u>\$112,271</u>
<u>Systems &amp; Programming Supervisor</u>	<u>\$97,953</u>	<u>\$121,296</u>	<u>\$124,633</u>
<u>Technology Implementation Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Workers Comp. &amp; Safety Analyst</u>	<u>\$64,404</u>	<u>\$79,697</u>	<u>\$81,889</u>

Effective with the start of the pay period encompassing July 1, 2019.

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Accountant</u>	<u>\$64,404</u>	<u>\$79,697</u>	<u>\$81,889</u>	<u>\$84,141</u>
<u>Administrative Assistant</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>
<u>Administrative Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>	<u>\$71,313</u>
<u>Administrative Secretary/Legal</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>
<u>Affirmative Action Officer</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Assistant Database Administrator</u>	<u>\$75,276</u>	<u>\$93,265</u>	<u>\$95,831</u>	<u>\$98,466</u>
<u>Atmospheric Measurements Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>
<u>Building Maintenance Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Business Services Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Clean Fuels Officer</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>
<u>Clerk of the Boards</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Community Relations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Controller</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Database Administrator</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>
<u>Deputy District Counsel I</u>	<b><u>\$77,723</u></b>	<b><u>\$96,338</u></b>	<b><u>\$98,986</u></b>	<b><u>\$101,708</u></b>
<u>Deputy District Counsel II</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>
<u>Executive Secretary</u>	<b><u>\$65,871</u></b>	<b><u>\$81,732</u></b>	<b><u>\$83,980</u></b>	<b><u>\$86,289</u></b>
<u>Financial Analyst</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>
<u>Financial Services Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Graphic Arts Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>
<u>Human Resources Analyst</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>
<u>Human Resources Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Human Resources Technician</u>	<b><u>\$52,822</u></b>	<b><u>\$65,392</u></b>	<b><u>\$67,190</u></b>	<b><u>\$69,038</u></b>
<u>Investigations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>
<u>Legal Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>	<b><u>\$71,313</u></b>
<u>Legislative Analyst</u>	<b><u>\$68,624</u></b>	<b><u>\$85,025</u></b>	<b><u>\$87,362</u></b>	<b><u>\$89,765</u></b>
<u>Legislative Assistant</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>
<u>Planning &amp; Rules Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Principal Deputy District Counsel</u>	<b><u>\$124,418</u></b>	<b><u>\$151,297</u></b>	<b><u>\$155,457</u></b>	<b><u>\$159,732</u></b>
<u>Procurement Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Public Affairs Manager</u>	<b><u>\$95,409</u></b>	<b><u>\$115,999</u></b>	<b><u>\$119,190</u></b>	<b><u>\$122,468</u></b>
<u>Quality Assurance Manager</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>
<u>Risk Manager</u>	<b><u>\$95,409</u></b>	<b><u>\$115,999</u></b>	<b><u>\$119,190</u></b>	<b><u>\$122,468</u></b>
<u>Secretary (Confidential)</u>	<b><u>\$44,472</u></b>	<b><u>\$55,097</u></b>	<b><u>\$56,612</u></b>	<b><u>\$58,169</u></b>
<u>Senior Accountant</u>	<b><u>\$70,989</u></b>	<b><u>\$87,748</u></b>	<b><u>\$90,161</u></b>	<b><u>\$92,640</u></b>
<u>Senior Administrative Secretary</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>
<u>Senior AQ Engineering Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Senior Deputy District Counsel</u>	<b><u>\$118,862</u></b>	<b><u>\$144,541</u></b>	<b><u>\$148,516</u></b>	<b><u>\$152,600</u></b>
<u>Senior Enforcement Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Senior Public Affairs Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Senior Public Information Specialist</u>	<b><u>\$72,634</u></b>	<b><u>\$89,932</u></b>	<b><u>\$92,406</u></b>	<b><u>\$94,947</u></b>
<u>Supervising Payroll Technician</u>	<b><u>\$54,139</u></b>	<b><u>\$66,948</u></b>	<b><u>\$68,789</u></b>	<b><u>\$70,681</u></b>
<u>Systems Analyst</u>	<b><u>\$88,257</u></b>	<b><u>\$109,266</u></b>	<b><u>\$112,271</u></b>	<b><u>\$115,358</u></b>
<u>Systems &amp; Programming Supervisor</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>
<u>Technology Implementation Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Workers Comp. &amp; Safety Analyst</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>

Effective the start of the pay period encompassing July 1, 2020.

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accountant</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>	<b><u>\$86,454</u></b>
<u>Administrative Assistant</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>	<b><u>\$108,629</u></b>
<u>Administrative Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>	<b><u>\$71,313</u></b>	<b><u>\$73,274</u></b>
<u>Administrative Secretary/Legal</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>	<b><u>\$79,247</u></b>
<u>Affirmative Action Officer</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Assistant Database Administrator</u>	<b><u>\$75,276</u></b>	<b><u>\$93,265</u></b>	<b><u>\$95,831</u></b>	<b><u>\$98,466</u></b>	<b><u>\$101,174</u></b>
<u>Atmospheric Measurements Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Building Maintenance Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Business Services Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Clean Fuels Officer</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>	<b><u>\$138,367</u></b>
<u>Clerk of the Boards</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Community Relations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Controller</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Database Administrator</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>	<b><u>\$131,582</u></b>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Deputy District Counsel I</u>	<u>\$77,723</u>	<u>\$96,338</u>	<u>\$98,986</u>	<u>\$101,708</u>	<u>\$104,505</u>
<u>Deputy District Counsel II</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>	<u>\$138,367</u>
<u>Executive Secretary</u>	<u>\$65,871</u>	<u>\$81,732</u>	<u>\$83,980</u>	<u>\$86,289</u>	<u>\$88,662</u>
<u>Financial Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>	<u>\$108,629</u>
<u>Financial Services Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Graphic Arts Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>	<u>\$114,342</u>
<u>Human Resources Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>	<u>\$108,629</u>
<u>Human Resources Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Human Resources Technician</u>	<u>\$52,822</u>	<u>\$65,392</u>	<u>\$67,190</u>	<u>\$69,038</u>	<u>\$70,937</u>
<u>Investigations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>	<u>\$114,342</u>
<u>Legal Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>	<u>\$71,313</u>	<u>\$73,274</u>
<u>Legislative Analyst</u>	<u>\$68,624</u>	<u>\$85,025</u>	<u>\$87,362</u>	<u>\$89,765</u>	<u>\$92,233</u>
<u>Legislative Assistant</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>	<u>\$79,247</u>
<u>Planning &amp; Rules Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Principal Deputy District Counsel</u>	<u>\$124,418</u>	<u>\$151,297</u>	<u>\$155,457</u>	<u>\$159,732</u>	<u>\$164,124</u>
<u>Procurement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Public Affairs Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>	<u>\$122,468</u>	<u>\$125,836</u>
<u>Quality Assurance Manager</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>	<u>\$138,367</u>
<u>Risk Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>	<u>\$122,468</u>	<u>\$125,836</u>
<u>Secretary (Confidential)</u>	<u>\$44,472</u>	<u>\$55,097</u>	<u>\$56,612</u>	<u>\$58,169</u>	<u>\$59,769</u>
<u>Senior Accountant</u>	<u>\$70,989</u>	<u>\$87,748</u>	<u>\$90,161</u>	<u>\$92,640</u>	<u>\$95,188</u>
<u>Senior Administrative Secretary</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>	<u>\$79,247</u>
<u>Senior AQ Engineering Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Senior Deputy District Counsel</u>	<u>\$118,862</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,797</u>
<u>Senior Enforcement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Senior Public Affairs Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Public Information Specialist</u>	<b><u>\$72,634</u></b>	<b><u>\$89,932</u></b>	<b><u>\$92,406</u></b>	<b><u>\$94,947</u></b>	<b><u>\$97,558</u></b>
<u>Supervising Payroll Technician</u>	<b><u>\$54,139</u></b>	<b><u>\$66,948</u></b>	<b><u>\$68,789</u></b>	<b><u>\$70,681</u></b>	<b><u>\$72,624</u></b>
<u>Systems Analyst</u>	<b><u>\$88,257</u></b>	<b><u>\$109,266</u></b>	<b><u>\$112,271</u></b>	<b><u>\$115,358</u></b>	<b><u>\$118,531</u></b>
<u>Systems &amp; Programming Supervisor</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>	<b><u>\$131,582</u></b>
<u>Technology Implementation Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Workers Comp. &amp; Safety Analyst</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>	<b><u>\$86,454</u></b>

## ARTICLE 2

### DESIGNATED DEPUTY SALARIES

#### Section 55. SALARY

Designated Deputy base salaries are listed in Chapter III, Article 7, of this document.

~~Effective with pay period 1310, or as soon as practicable, each Designated Deputy shall receive a one time payment equal to one percent (1%) of their annual base salary.~~

~~Effective as soon as practicable after December 6, 2013, each Designated Deputy shall receive a one time payment equal to 0.5% of their annual base salary.~~

Designated Deputies shall receive the same percentage increase as approved by the Board for management employees. The term "base salary" shall not include any benefits that the Designated Deputy shall receive under the terms of this *Salary Resolution*. Said base salary shall be less federal and State taxes and other customary payroll withholdings which are also applicable to other employees of SCAQMD and shall be payable every two weeks commencing on the first applicable payday following appointment.

## ARTICLE 7

### DESIGNATED DEPUTY ANNUAL SALARIES

(Effective with the start of the pay period encompassing January 1, 2015)

Assistant Chief Deputy Counsel, Major Prosecutions	\$158,049
Assistant Deputy Executive Officer	\$155,669
Chief Deputy Counsel	\$178,398
Deputy Executive Officer, including Chief Financial Officer	\$166,615
Director of Strategic Initiatives	\$148,723
Health Effects Officer	\$148,723
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	\$151,614

(Effective with the start of the pay period encompassing January 1, 2016)

Assistant Chief Deputy Counsel, Major Prosecutions	\$160,420
Assistant Deputy Executive Officer	\$158,004
Chief Deputy Counsel	\$181,074
Deputy Executive Officer, including Chief Financial Officer	\$169,114
Director of Strategic Initiatives	\$150,954
Health Effects Officer	\$150,954
Intergovernmental Affairs Officer	— Vacant
Senior Policy Advisor	\$153,888

(Effective with the start of the pay period encompassing January 1, 2017)

Assistant Chief Deputy Counsel, Major Prosecutions	\$162,826
Assistant Deputy Executive Officer	\$160,374
Chief Deputy Counsel	\$183,790
Deputy Executive Officer, including Chief Operating Officer	\$171,651
Director of Strategic Initiatives	\$153,218
Director of Communications	\$153,218
Health Effects Officer	\$126,053 - \$153,218
	(Steps 1 – 5)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	\$156,196

(Effective with the start of the pay period encompassing July 1, 2018)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$167,304</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$164,784</u>
<u>Chief Deputy Counsel</u>	<u>\$188,844</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u> <u>Chief Administrative Officer</u>	<u>\$176,371</u>



<u>Director of Strategic Initiatives</u>	<u>\$157,432</u>
<u>Director of Communications</u>	<u>\$157,432</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$157,432</u>
	<u>(Steps 1 – 6)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2019)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$171,905</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$169,316</u>
<u>Chief Deputy Counsel</u>	<u>\$194,037</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u>	
<u>Chief Administrative Officer</u>	<u>\$181,222</u>
<u>Director of Strategic Initiatives</u>	<u>\$161,761</u>
<u>Director of Communications</u>	<u>\$161,761</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$161,761</u>
	<u>(Steps 1 – 7)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2020)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$176,632</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$173,972</u>
<u>Chief Deputy Counsel</u>	<u>\$199,373</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u>	
<u>Chief Administrative Officer</u>	<u>\$186,205</u>
<u>Director of Strategic Initiatives</u>	<u>\$166,209</u>
<u>Director of Communications</u>	<u>\$166,209</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$166,209</u>
	<u>(Steps 1 – 8)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

**ATTACHMENT B**  
**AMENDMENTS TO SCAQMD ADMINISTRATIVE CODE**

**SOUTH COAST**  
**AIR QUALITY MANAGEMENT DISTRICT**

***ADMINISTRATIVE CODE***

*Revised ~~July 7, 2017~~ March 2, 2018*

## **Section 100.1 – Rideshare Incentive**

~~All Employees hired prior to January 1, 2006, are eligible to participate in SCAQMD's rideshare program and to receive incentives as provided for under the program. Those hired on or after January 1, 2006, may participate in the rideshare program but are not eligible to receive cash incentives.~~ Represented employees shall consult their MOU for eligibility.

## **Section 140 - Tuition Reimbursement**

*Represented employees should consult Article 27, "Training," of their MOU.*

The objective of the tuition reimbursement program is to aid employees in career development within the scope of SCAQMD service.

The Designated Deputy over Administrative and Human Resources, or designee, shall administer SCAQMD's Tuition Reimbursement Program. Tuition reimbursement for management and confidential employees will apply to general, elective, and core courses which are related to the employee's career development and are of benefit to SCAQMD. Applications for tuition reimbursement must be reviewed and approved by the employee's Designated Deputy.

An employee or Designated Deputy of SCAQMD, who has been appointed to a full-time position or Designated Deputy class, is eligible to apply for tuition reimbursement. Employees must successfully pass the course with a grade of "C" or better (or a "pass," if a "pass"/"no pass" system) in order to be reimbursed. Effective for classes beginning on or after May 9, 1997, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$23,000 per calendar year.

The necessary financing for reimbursement of employees shall be determined by SCAQMD's Board in the annual budget.

## **Section 141 - Professional Licenses and Memberships**

Management employees, other than attorneys, shall be eligible to be reimbursed for professional licenses/memberships (e.g., Professional Engineering Registration, etc.) up to a maximum of \$300 per fiscal year. Confidential employees and Attorneys shall be eligible to be reimbursed for professional licenses/memberships up to a maximum of \$100 per fiscal year. Professional licenses and memberships are those licenses and organizational affiliations which are closely related, as determined by the Executive Officer, or designee, to one's duties and responsibilities with SCAQMD and/or one's field of professional expertise. Attorneys shall also be reimbursed for required bar affiliation up to a maximum of \$478 per year. This section does not apply to memberships which the Executive Officer, or his designee, requires the employee to have, and which, therefore, are paid in full by SCAQMD. This section does apply to professional licenses or memberships that the employee is required to have by the class specification.

**ATTACHMENT C**

RESOLUTION NO. 18-\_\_\_\_\_

**A Resolution of the South Coast Air Quality Management District Governing Board to amend SCAQMD's *Salary Resolution* and SCAQMD's *Administrative Code*, to approve, for non-represented employees, such as Confidential and Management employees, and Designated Deputies, modifications to compensation and work condition provisions.**

**WHEREAS**, the Governing Board of the South Coast Air Quality Management District exercises its duty to review and determine appropriate wages, hours, and other terms and conditions of employment provided to its employees.

**THEREFORE, BE IT RESOLVED** that the Board of the South Coast Air Quality Management District, in a regular session assembled on March 2, 2018, in Diamond Bar, California, does hereby amend SCAQMD's *Salary Resolution* and SCAQMD's *Administrative Code*, as set forth in the attachments (Attachment A and Attachment B) hereto and incorporated by reference herein, modifying the terms and conditions for compensation and work conditions.

AYES:

NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clerk of the Boards

**ATTACHMENT A**  
**AMENDMENTS TO SALARY RESOLUTION**

**SOUTH COAST**

**AIR QUALITY MANAGEMENT DISTRICT**

***SALARY RESOLUTION***

**~~March 3, 2017~~March 2, 2018**

## **Section 23. DIFFERENTIAL FOR NIGHT SERVICE**

a. For purposes of this section only:

- (1) An evening shift is a regularly established work shift at least one-half of which falls between the hours of 4 p.m. and 11 p.m.
- (2) A night shift is a regularly established work shift at least one-half of which falls between the hours of 9 p.m. and 8 a.m.

b. A \$12-per-hour bonus may be paid to any employee for each hour worked during an evening or night shift, except as otherwise provided herein.

## **Section 24. STANDBY PAY**

When authorized, a \$13-per-hour payment may be paid to any employee assigned regularly scheduled periods of standby service at off-duty times. Employees who are required to stand by must be available to return to duty with minimal delay, which may or may not require travel to SCAQMD headquarters or another location. Employees on standby shall not be considered to be inconvenienced or have their normal activities restricted if they are required to wear a paging device be available to respond to phone calls or text message by mobile phone, or are required to leave a telephone number where they can be reached by management or management's designee be available to respond to instant messages or emails.

## **Section 25. CALLBACK PAY**

- a. ~~Whenever employees are unexpectedly ordered by their supervisors to return to duty because of unanticipated work requirements, such return to duty shall be deemed to be a callback if the order to return is given to the employee following termination of his or her normal work shift and departure from the work location, and such return occurs within 24 hours of when the order is given, but not less than two (2) hours before the established starting time of the employee's next regular shift. Represented employees shall refer to their MOU for Callback Pay provisions.~~
- b. ~~Any exempt employee as defined under the Fair Labor Standards Act (FLSA) employed in a full-time permanent position shall receive callback pay as follows:~~
- ~~(1) Minimum payment equal to four (4) hours of pay at time and one-half; or~~
  - ~~(2) Minimum payment equal to four (4) hours of compensatory time at time and one-half to be added to his or her balance.~~

~~If the total number of hours worked during the callback exceeds four (4) hours, the employee shall receive compensation at time and one-half for all hours worked. As an alternative, the employee may opt to receive compensatory time at time and one-half for all hours worked. The compensatory time and overtime provisions of this section shall apply regardless of the compensatory time balance of the employee prior to being called back.~~

~~Nonexempt employees as defined by FLSA shall not be afforded the compensating time option cited above. All nonexempt employees shall receive a minimum payment at the rate of four (4) hours of pay at time and one half their regular rate of pay. If the total number of hours worked during the callback exceeds four (4) hours, employees shall receive overtime pay at time and one half their regular rate of pay. The term "regular rate" shall be as defined by FLSA.~~

~~c. Whenever an employee is unexpectedly ordered by his or her supervisor to return to duty as provided above, but such return occurs less than two (2) hours before the established starting time of the employee's next regular shift, it shall be deemed an early shift start, and the employee shall be compensated at overtime rates for any overtime worked as a direct result thereof.~~

~~db.~~ This section shall not apply to management and confidential employees.

## Section 27. WORK WEEK

- a. Four-Day Work Week. All persons employed by SCAQMD shall work on a four (4)-day-per-week basis, except as follows:
- (1) Where the Executive Officer finds that a four (4)-day work week is impracticable, he or she may authorize work on a 40-hour week basis. Such change in the number of work days shall not alter the basis for, nor entitlement to receive, the same rights and privileges as provided all employees who work a four (4)-day, 40-hour week.
  - (2) In case of extraordinary emergency, the Board may authorize more than four (4) days (or more than five (5) days, if on a five (5)-day, eight (8)-hour schedule) in any one (1) calendar week.
  - (3) Whenever in Section 53 of this *Resolution* the number of hours for a position is specified following the title of a position, that number shall be the basic number of hours per week for the position.
  - (4) Notwithstanding the above, the appointing authority may require any employee to work for more than four (4) days per week or for more than the regular number of hours in an assigned work day or week when public necessity or convenience requires such work.

Full-time employees shall work four (4) ten (10)-hour days within a seven (7) calendar-day period. This work schedule shall be applied to all employees, unless specifically exempted by management. Beginning January 2, 1995, for Designated Deputies, management, and confidential employees, and employees in the Technical and Enforcement and Office Clerical and Maintenance bargaining units, and May 1, 1996, for employees in the Professional bargaining unit, work days will be Tuesday through Friday, except that management may designate alternative work days for individual employees when operational needs require it.

Employees may choose, subject to supervisory approval, to start work as early as ~~7~~6:30 a.m. and end work as late as ~~6:30~~7:00 p.m.

Management may designate alternative work schedules for individual employees when operational needs require it. Reasonable advance notice shall be given to employees whose work schedules are changed. (Union-represented employees should see Article 5, "Work Week," Section 3, of their *Memorandum of Understanding*.)

Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.



## Section 28. HOLIDAYS

a. Definition. SCAQMD-paid holidays shall be:

- (1) July 4 (Independence Day)
- (2) First Monday in September (Labor Day)
- (3) November 11 (Veterans' Day)
- (4) Fourth Thursday and following Friday in November (Thanksgiving and following day)
- (5) December 25 (Christmas)
- (6) January 1 (New Year's Day)
- (7) Third Monday in January (Martin Luther King, Jr.'s Birthday)
- (8) Third Monday in February (President's Day)
- (9) Last Monday in May (Memorial Day)

On each September 1, SCAQMD employees shall be granted ten (10) hours (or eight (8) hours if working a 4/8 or 5/8 schedule) of floating holiday time in lieu of celebrating Admissions Day. On each February 1, SCAQMD employees shall be granted ten (10) hours (or eight (8) hours if working a 4/8 or 5/8 schedule) of floating holiday time in lieu of celebrating Abraham Lincoln's birthday.

Whenever any employee is unable to take such time off as provided by this section regarding floating holidays, such time may be carried over into the next succeeding calendar year during which year such time off must be taken or it is lost. However, if a pay period bridges two calendar years, an employee will have until the end of that pay period to take off floating holiday time before it is lost.

b. Paid Leave. Any employee who is employed on a biweekly basis shall be entitled to paid leave for holidays as defined by subsection a. of this section, as follows:

- (1) Forty (40)-hour-per-week employees and employees exempted for a medical condition from the 4/10 schedule who are regularly scheduled to work a minimum of four (4) eight (8)-hour days per week who charge a minimum of four (4) hours work or accrued leave time on the work day falling immediately before or, as long as it is within the same pay period, immediately after a holiday (when two (2) holidays occur on consecutive days, four (4) hours per holiday, or eight (8) hours, must be charged).
  - (a) Any employee working a 4/10 work schedule shall receive ten (10) hours of holiday pay for each said holiday.
  - (b) Any employee working a 4/8 or 5/8 work schedule shall receive eight (8) hours of holiday pay for each said holiday.
  - (c) ~~Whenever a represented employee's regularly scheduled day off falls on a holiday, he or she shall be granted ten (10) hours of compensatory time (eight (8) hours if working a 4/8 or 5/8 schedule). This time shall be accounted for in the same manner as that earned under Article 6 of the MOU.~~ Whenever a management or confidential employee's regularly scheduled day off falls on a holiday, he or she shall be granted

ten (10) hours of holiday leave time (eight (8) hours if working a 4/8 or 5/8 schedule) to be taken off at a later day subject to prior approval by such employee's supervisor.

- (d) Confidential employees working on a fixed SCAQMD holiday shall receive one (1) hour of holiday leave time for each one (1) hour worked up to ten (10) hours (or eight (8) hours if the employee is on a 5/8 work schedule). Any compensation for management employees working on a fixed holiday shall be in accordance with guidelines set by the Executive Officer, except that such compensation shall not exceed that granted confidential employees.
- (2) Part-time employees. Any part-time employee employed on a biweekly basis shall be allowed paid leave for each said holiday in the manner set forth in this section, but in an amount equal to the fraction of ten (10) hours or eight (8) hours equivalent to the basis for compensating said position.

c. Holiday Earned.

~~(3)(1)~~ Whenever any employee is unable to take such time off as provided by this section 28b(1)(c) above in the same calendar year in which it is earned, such time may be carried over into the next succeeding calendar year, during which year such time off must be taken or it is lost. However, if a pay period bridges two (2) calendar years, an employee will have until the end of that pay period to take off holiday time before it is lost. accrued for up to 140 hours. Holiday earned accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls below 140. ~~This paragraph does not apply to compensatory time earned by represented employees under Section 28b(1)(c) above.~~

(2) From March 2, 2018 through March 31, 2018, any non-represented employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 70 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

Beginning April 1, 2018, any non-represented employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 40 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

~~(4)~~ d. Holiday Time Payoff. Any employee about to leave the service of SCAQMD shall be allowed a leave of absence of accumulated holiday time that has not been taken, calculated according to the provisions of this section. In place of this leave, a lump sum payment may be made to the employee. This payment shall be calculated by multiplying the employee's unused holiday time by his or her regular hourly rate at the date of termination.

## Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES

### **Effective April 5, 2013**

~~Effective with pay period 1310, or as soon as practicable, each management or confidential employee shall receive a one-time payment equal to one percent (1%) of their annual base salary.~~

### **Effective December 6, 2013**

~~Effective as soon as practicable after December 6, 2013, each management and confidential employee shall receive a one-time payment equal to 0.5% of their annual base salary.~~

~~Effective with the start of the pay period encompassing January 1, 2015.~~

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$62,515</b>	<b>\$77,359</b>
Administrative Assistant	<b>\$78,464</b>	<b>\$97,200</b>
Administrative Secretary	<b>\$52,957</b>	<b>\$65,565</b>
Administrative Secretary/Legal	<b>\$57,286</b>	<b>\$70,910</b>
Affirmative Action Officer	<b>\$84,157</b>	<b>\$102,312</b>
Assistant Database Administrator	<b>\$73,068</b>	<b>\$90,529</b>
Atmospheric Measurements Manager	<b>\$112,015</b>	<b>\$136,214</b>
Building Maintenance Manager	<b>\$84,157</b>	<b>\$102,312</b>
Business Services Manager	<b>\$84,157</b>	<b>\$102,312</b>
Clean Fuels Officer	<b>\$101,848</b>	<b>\$123,810</b>
Clerk of the Boards	<b>\$84,157</b>	<b>\$102,312</b>
Community Relations Manager	<b>\$84,157</b>	<b>\$102,312</b>
Controller	<b>\$112,015</b>	<b>\$136,214</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Database Administrator	<b>\$95,079</b>	<b>\$117,738</b>
Deputy District Counsel I	<b>\$75,442</b>	<b>\$93,512</b>
Deputy District Counsel II	<b>\$101,848</b>	<b>\$123,810</b>
Executive Secretary	<b>\$63,939</b>	<b>\$79,335</b>
Financial Analyst	<b>\$78,464</b>	<b>\$97,200</b>
Financial Services Manager	<b>\$112,015</b>	<b>\$136,214</b>
Graphic Arts Manager	<b>\$84,157</b>	<b>\$102,312</b>
Human Resources Analyst	<b>\$78,464</b>	<b>\$97,200</b>
Human Resources Manager	<b>\$112,015</b>	<b>\$136,214</b>
Human Resources Technician	<b>\$51,272</b>	<b>\$63,474</b>
Investigations Manager	<b>\$84,157</b>	<b>\$102,312</b>
Legal Secretary	<b>\$52,957</b>	<b>\$65,565</b>
Legislative Analyst	<b>\$66,611</b>	<b>\$82,530</b>
Legislative Assistant	<b>\$57,286</b>	<b>\$70,910</b>
Planning & Rules Manager	<b>\$112,015</b>	<b>\$136,214</b>
Principal Deputy District Counsel	<b>\$120,768</b>	<b>\$146,859</b>
Procurement Manager	<b>\$112,015</b>	<b>\$136,214</b>
Public Affairs Manager	<b>\$92,610</b>	<b>\$112,596</b>
Quality Assurance Manager	<b>\$101,848</b>	<b>\$123,810</b>
Risk Manager	<b>\$92,610</b>	<b>\$112,596</b>
Secretary (Confidential)	<b>\$43,167</b>	<b>\$53,481</b>
Senior Accountant	<b>\$68,906</b>	<b>\$85,174</b>
Senior Administrative Secretary	<b>\$57,286</b>	<b>\$70,910</b>
Senior AQ Engineering Manager	<b>\$112,015</b>	<b>\$136,214</b>
Senior Deputy District Counsel	<b>\$115,375</b>	<b>\$140,300</b>
Senior Enforcement Manager	<b>\$112,015</b>	<b>\$136,214</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Public Affairs Manager	<b>\$112,015</b>	<b>\$136,214</b>
Senior Public Information Specialist	<b>\$70,503</b>	<b>\$87,294</b>
Supervising Payroll Technician	<b>\$52,550</b>	<b>\$64,984</b>
Systems Analyst	<b>\$85,668</b>	<b>\$106,061</b>
Systems & Programming Supervisor	<b>\$95,079</b>	<b>\$117,738</b>
Technology Implementation Manager	<b>\$112,015</b>	<b>\$136,214</b>
Telecommunications Analyst	<b>\$77,591</b>	<b>\$96,096</b>
Telecommunications Supervisor	<b>\$86,946</b>	<b>\$105,712</b>
Workers Comp. & Safety Analyst	<b>\$62,515</b>	<b>\$77,359</b>

Effective with the start of the pay period encompassing January 1, 2016.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$63,453</b>	<b>\$78,519</b>
Administrative Assistant	<b>\$79,640</b>	<b>\$98,658</b>
Administrative Secretary	<b>\$53,752</b>	<b>\$66,548</b>
Administrative Secretary/Legal	<b>\$58,146</b>	<b>\$71,974</b>
Affirmative Action Officer	<b>\$85,419</b>	<b>\$103,847</b>
Assistant Database Administrator	<b>\$74,164</b>	<b>\$91,887</b>
Atmospheric Measurements Manager	<b>\$113,696</b>	<b>\$138,257</b>
Building Maintenance Manager	<b>\$85,419</b>	<b>\$103,847</b>
Business Services Manager	<b>\$85,419</b>	<b>\$103,847</b>
Clean Fuels Officer	<b>\$103,376</b>	<b>\$125,667</b>
Clerk of the Boards	<b>\$85,419</b>	<b>\$103,847</b>
Community Relations Manager	<b>\$85,419</b>	<b>\$103,847</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Controller	<b>\$113,696</b>	<b>\$138,257</b>
Database Administrator	<b>\$96,505</b>	<b>\$119,504</b>
Deputy District Counsel I	<b>\$76,574</b>	<b>\$94,914</b>
Deputy District Counsel II	<b>\$103,376</b>	<b>\$125,667</b>
Executive Secretary	<b>\$64,898</b>	<b>\$80,525</b>
Financial Analyst	<b>\$79,640</b>	<b>\$98,658</b>
Financial Services Manager	<b>\$113,696</b>	<b>\$138,257</b>
Graphic Arts Manager	<b>\$85,419</b>	<b>\$103,847</b>
Human Resources Analyst	<b>\$79,640</b>	<b>\$98,658</b>
Human Resources Manager	<b>\$113,696</b>	<b>\$138,257</b>
Human Resources Technician	<b>\$52,041</b>	<b>\$64,426</b>
Investigations Manager	<b>\$85,419</b>	<b>\$103,847</b>
Legal Secretary	<b>\$53,752</b>	<b>\$66,548</b>
Legislative Analyst	<b>\$67,610</b>	<b>\$83,768</b>
Legislative Assistant	<b>\$58,146</b>	<b>\$71,974</b>
Planning & Rules Manager	<b>\$113,696</b>	<b>\$138,257</b>
Principal Deputy District Counsel	<b>\$122,580</b>	<b>\$149,061</b>
Procurement Manager	<b>\$113,696</b>	<b>\$138,257</b>
Public Affairs Manager	<b>\$93,999</b>	<b>\$114,285</b>
Quality Assurance Manager	<b>\$103,376</b>	<b>\$125,667</b>
Risk Manager	<b>\$93,999</b>	<b>\$114,285</b>
Secretary (Confidential)	<b>\$43,815</b>	<b>\$54,283</b>
Senior Accountant	<b>\$69,940</b>	<b>\$86,452</b>
Senior Administrative Secretary	<b>\$58,146</b>	<b>\$71,974</b>
Senior AQ Engineering Manager	<b>\$113,696</b>	<b>\$138,257</b>
Senior Deputy District Counsel	<b>\$117,106</b>	<b>\$142,404</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Enforcement Manager	<b>\$113,696</b>	<b>\$138,257</b>
Senior Public Affairs Manager	<b>\$113,696</b>	<b>\$138,257</b>
Senior Public Information Specialist	<b>\$71,561</b>	<b>\$88,603</b>
Supervising Payroll Technician	<b>\$53,339</b>	<b>\$65,959</b>
Systems Analyst	<b>\$86,953</b>	<b>\$107,652</b>
Systems & Programming Supervisor	<b>\$96,505</b>	<b>\$119,504</b>
Technology Implementation Manager	<b>\$113,696</b>	<b>\$138,257</b>
Telecommunications Analyst	<b>\$78,755</b>	<b>\$97,538</b>
Telecommunications Supervisor	<b>\$88,250</b>	<b>\$107,297</b>
Workers Comp. & Safety Analyst	<b>\$63,453</b>	<b>\$78,519</b>

Effective with the start of the pay period encompassing January 1, 2017.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Accountant	<b>\$64,404</b>	<b>\$79,697</b>
Administrative Assistant	<b>\$80,835</b>	<b>\$100,138</b>
Administrative Secretary	<b>\$54,558</b>	<b>\$67,546</b>
Administrative Secretary/Legal	<b>\$59,018</b>	<b>\$73,054</b>
Affirmative Action Officer	<b>\$86,701</b>	<b>\$105,405</b>
Assistant Database Administrator	<b>\$75,276</b>	<b>\$93,265</b>
Atmospheric Measurements Manager	<b>\$115,401</b>	<b>\$140,331</b>
Building Maintenance Manager	<b>\$86,701</b>	<b>\$105,405</b>
Business Services Manager	<b>\$86,701</b>	<b>\$105,405</b>
Clean Fuels Officer	<b>\$104,926</b>	<b>\$127,552</b>
Clerk of the Boards	<b>\$86,701</b>	<b>\$105,405</b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Community Relations Manager	<b>\$86,701</b>	<b>\$105,405</b>
Controller	<b>\$115,401</b>	<b>\$140,331</b>
Database Administrator	<b>\$97,953</b>	<b>\$121,296</b>
Deputy District Counsel I	<b>\$77,723</b>	<b>\$96,338</b>
Deputy District Counsel II	<b>\$104,926</b>	<b>\$127,552</b>
Executive Secretary	<b>\$65,871</b>	<b>\$81,732</b>
Financial Analyst	<b>\$80,835</b>	<b>\$100,138</b>
Financial Services Manager	<b>\$115,401</b>	<b>\$140,331</b>
Graphic Arts Manager	<b>\$86,701</b>	<b>\$105,405</b>
Human Resources Analyst	<b>\$80,835</b>	<b>\$100,138</b>
Human Resources Manager	<b>\$115,401</b>	<b>\$140,331</b>
Human Resources Technician	<b>\$52,822</b>	<b>\$65,392</b>
Investigations Manager	<b>\$86,701</b>	<b>\$105,405</b>
Legal Secretary	<b>\$54,558</b>	<b>\$67,546</b>
Legislative Analyst	<b>\$68,624</b>	<b>\$85,025</b>
Legislative Assistant	<b>\$59,018</b>	<b>\$73,054</b>
Planning & Rules Manager	<b>\$115,401</b>	<b>\$140,331</b>
Principal Deputy District Counsel	<b>\$124,418</b>	<b>\$151,297</b>
Procurement Manager	<b>\$115,401</b>	<b>\$140,331</b>
Public Affairs Manager	<b>\$95,409</b>	<b>\$115,999</b>
Quality Assurance Manager	<b>\$104,926</b>	<b>\$127,552</b>
Risk Manager	<b>\$95,409</b>	<b>\$115,999</b>
Secretary (Confidential)	<b>\$44,472</b>	<b>\$55,097</b>
Senior Accountant	<b>\$70,989</b>	<b>\$87,748</b>
Senior Administrative Secretary	<b>\$59,018</b>	<b>\$73,054</b>
Senior AQ Engineering Manager	<b>\$115,401</b>	<b>\$140,331</b>



<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>
Senior Deputy District Counsel	<b>\$118,862</b>	<b>\$144,541</b>
Senior Enforcement Manager	<b>\$115,401</b>	<b>\$140,331</b>
Senior Public Affairs Manager	<b>\$115,401</b>	<b>\$140,331</b>
Senior Public Information Specialist	<b>\$72,634</b>	<b>\$89,932</b>
Supervising Payroll Technician	<b>\$54,139</b>	<b>\$66,948</b>
Systems Analyst	<b>\$88,257</b>	<b>\$109,266</b>
Systems & Programming Supervisor	<b>\$97,953</b>	<b>\$121,296</b>
Technology Implementation Manager	<b>\$115,401</b>	<b>\$140,331</b>
Workers Comp. & Safety Analyst	<b>\$64,404</b>	<b>\$79,697</b>

Effective with the start of the pay period encompassing July 1, 2018.

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>	<b>Step 6</b>
<u>Accountant</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>
<u>Administrative Assistant</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>
<u>Administrative Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>
<u>Administrative Secretary/Legal</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>
<u>Affirmative Action Officer</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Assistant Database Administrator</u>	<b><u>\$75,276</u></b>	<b><u>\$93,265</u></b>	<b><u>\$95,831</u></b>
<u>Atmospheric Measurements Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>
<u>Building Maintenance Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Business Services Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Clean Fuels Officer</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>
<u>Clerk of the Boards</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>
<u>Community Relations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>

<b>Classification</b>	<b>Step 1</b>	<b>Step 5</b>	<b>Step 6</b>
<u>Controller</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Database Administrator</u>	<u>\$97,953</u>	<u>\$121,296</u>	<u>\$124,633</u>
<u>Deputy District Counsel I</u>	<u>\$77,723</u>	<u>\$96,338</u>	<u>\$98,986</u>
<u>Deputy District Counsel II</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>
<u>Executive Secretary</u>	<u>\$65,871</u>	<u>\$81,732</u>	<u>\$83,980</u>
<u>Financial Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>
<u>Financial Services Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Graphic Arts Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>
<u>Human Resources Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>
<u>Human Resources Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Human Resources Technician</u>	<u>\$52,822</u>	<u>\$65,392</u>	<u>\$67,190</u>
<u>Investigations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>
<u>Legal Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>
<u>Legislative Analyst</u>	<u>\$68,624</u>	<u>\$85,025</u>	<u>\$87,362</u>
<u>Legislative Assistant</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>
<u>Planning &amp; Rules Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Principal Deputy District Counsel</u>	<u>\$124,418</u>	<u>\$151,297</u>	<u>\$155,457</u>
<u>Procurement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Public Affairs Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>
<u>Quality Assurance Manager</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>
<u>Risk Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>
<u>Secretary (Confidential)</u>	<u>\$44,472</u>	<u>\$55,097</u>	<u>\$56,612</u>
<u>Senior Accountant</u>	<u>\$70,989</u>	<u>\$87,748</u>	<u>\$90,161</u>
<u>Senior Administrative Secretary</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>
<u>Senior AQ Engineering Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Deputy District Counsel</u>	<u>\$118,862</u>	<u>\$144,541</u>	<u>\$148,516</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>
<u>Senior Enforcement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Public Affairs Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Senior Public Information Specialist</u>	<u>\$72,634</u>	<u>\$89,932</u>	<u>\$92,406</u>
<u>Supervising Payroll Technician</u>	<u>\$54,139</u>	<u>\$66,948</u>	<u>\$68,789</u>
<u>Systems Analyst</u>	<u>\$88,257</u>	<u>\$109,266</u>	<u>\$112,271</u>
<u>Systems &amp; Programming Supervisor</u>	<u>\$97,953</u>	<u>\$121,296</u>	<u>\$124,633</u>
<u>Technology Implementation Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>
<u>Workers Comp. &amp; Safety Analyst</u>	<u>\$64,404</u>	<u>\$79,697</u>	<u>\$81,889</u>

Effective with the start of the pay period encompassing July 1, 2019.

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Accountant</u>	<u>\$64,404</u>	<u>\$79,697</u>	<u>\$81,889</u>	<u>\$84,141</u>
<u>Administrative Assistant</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>
<u>Administrative Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>	<u>\$71,313</u>
<u>Administrative Secretary/Legal</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>
<u>Affirmative Action Officer</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Assistant Database Administrator</u>	<u>\$75,276</u>	<u>\$93,265</u>	<u>\$95,831</u>	<u>\$98,466</u>
<u>Atmospheric Measurements Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>
<u>Building Maintenance Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Business Services Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Clean Fuels Officer</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>
<u>Clerk of the Boards</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Community Relations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>
<u>Controller</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Database Administrator</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>
<u>Deputy District Counsel I</u>	<b><u>\$77,723</u></b>	<b><u>\$96,338</u></b>	<b><u>\$98,986</u></b>	<b><u>\$101,708</u></b>
<u>Deputy District Counsel II</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>
<u>Executive Secretary</u>	<b><u>\$65,871</u></b>	<b><u>\$81,732</u></b>	<b><u>\$83,980</u></b>	<b><u>\$86,289</u></b>
<u>Financial Analyst</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>
<u>Financial Services Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Graphic Arts Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>
<u>Human Resources Analyst</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>
<u>Human Resources Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Human Resources Technician</u>	<b><u>\$52,822</u></b>	<b><u>\$65,392</u></b>	<b><u>\$67,190</u></b>	<b><u>\$69,038</u></b>
<u>Investigations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>
<u>Legal Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>	<b><u>\$71,313</u></b>
<u>Legislative Analyst</u>	<b><u>\$68,624</u></b>	<b><u>\$85,025</u></b>	<b><u>\$87,362</u></b>	<b><u>\$89,765</u></b>
<u>Legislative Assistant</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>
<u>Planning &amp; Rules Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Principal Deputy District Counsel</u>	<b><u>\$124,418</u></b>	<b><u>\$151,297</u></b>	<b><u>\$155,457</u></b>	<b><u>\$159,732</u></b>
<u>Procurement Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Public Affairs Manager</u>	<b><u>\$95,409</u></b>	<b><u>\$115,999</u></b>	<b><u>\$119,190</u></b>	<b><u>\$122,468</u></b>
<u>Quality Assurance Manager</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>
<u>Risk Manager</u>	<b><u>\$95,409</u></b>	<b><u>\$115,999</u></b>	<b><u>\$119,190</u></b>	<b><u>\$122,468</u></b>
<u>Secretary (Confidential)</u>	<b><u>\$44,472</u></b>	<b><u>\$55,097</u></b>	<b><u>\$56,612</u></b>	<b><u>\$58,169</u></b>
<u>Senior Accountant</u>	<b><u>\$70,989</u></b>	<b><u>\$87,748</u></b>	<b><u>\$90,161</u></b>	<b><u>\$92,640</u></b>
<u>Senior Administrative Secretary</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>
<u>Senior AQ Engineering Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Senior Deputy District Counsel</u>	<b><u>\$118,862</u></b>	<b><u>\$144,541</u></b>	<b><u>\$148,516</u></b>	<b><u>\$152,600</u></b>
<u>Senior Enforcement Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>
<u>Senior Public Affairs Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Senior Public Information Specialist</u>	<b><u>\$72,634</u></b>	<b><u>\$89,932</u></b>	<b><u>\$92,406</u></b>	<b><u>\$94,947</u></b>
<u>Supervising Payroll Technician</u>	<b><u>\$54,139</u></b>	<b><u>\$66,948</u></b>	<b><u>\$68,789</u></b>	<b><u>\$70,681</u></b>
<u>Systems Analyst</u>	<b><u>\$88,257</u></b>	<b><u>\$109,266</u></b>	<b><u>\$112,271</u></b>	<b><u>\$115,358</u></b>
<u>Systems &amp; Programming Supervisor</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>
<u>Technology Implementation Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>
<u>Workers Comp. &amp; Safety Analyst</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>

Effective the start of the pay period encompassing July 1, 2020.

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accountant</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>	<b><u>\$86,454</u></b>
<u>Administrative Assistant</u>	<b><u>\$80,835</u></b>	<b><u>\$100,138</u></b>	<b><u>\$102,892</u></b>	<b><u>\$105,721</u></b>	<b><u>\$108,629</u></b>
<u>Administrative Secretary</u>	<b><u>\$54,558</u></b>	<b><u>\$67,546</u></b>	<b><u>\$69,405</u></b>	<b><u>\$71,313</u></b>	<b><u>\$73,274</u></b>
<u>Administrative Secretary/Legal</u>	<b><u>\$59,018</u></b>	<b><u>\$73,054</u></b>	<b><u>\$75,062</u></b>	<b><u>\$77,126</u></b>	<b><u>\$79,247</u></b>
<u>Affirmative Action Officer</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Assistant Database Administrator</u>	<b><u>\$75,276</u></b>	<b><u>\$93,265</u></b>	<b><u>\$95,831</u></b>	<b><u>\$98,466</u></b>	<b><u>\$101,174</u></b>
<u>Atmospheric Measurements Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Building Maintenance Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Business Services Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Clean Fuels Officer</u>	<b><u>\$104,926</u></b>	<b><u>\$127,552</u></b>	<b><u>\$131,060</u></b>	<b><u>\$134,664</u></b>	<b><u>\$138,367</u></b>
<u>Clerk of the Boards</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Community Relations Manager</u>	<b><u>\$86,701</u></b>	<b><u>\$105,405</u></b>	<b><u>\$108,304</u></b>	<b><u>\$111,282</u></b>	<b><u>\$114,342</u></b>
<u>Controller</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Database Administrator</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>	<b><u>\$131,582</u></b>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Deputy District Counsel I</u>	<u>\$77,723</u>	<u>\$96,338</u>	<u>\$98,986</u>	<u>\$101,708</u>	<u>\$104,505</u>
<u>Deputy District Counsel II</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>	<u>\$138,367</u>
<u>Executive Secretary</u>	<u>\$65,871</u>	<u>\$81,732</u>	<u>\$83,980</u>	<u>\$86,289</u>	<u>\$88,662</u>
<u>Financial Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>	<u>\$108,629</u>
<u>Financial Services Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Graphic Arts Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>	<u>\$114,342</u>
<u>Human Resources Analyst</u>	<u>\$80,835</u>	<u>\$100,138</u>	<u>\$102,892</u>	<u>\$105,721</u>	<u>\$108,629</u>
<u>Human Resources Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Human Resources Technician</u>	<u>\$52,822</u>	<u>\$65,392</u>	<u>\$67,190</u>	<u>\$69,038</u>	<u>\$70,937</u>
<u>Investigations Manager</u>	<u>\$86,701</u>	<u>\$105,405</u>	<u>\$108,304</u>	<u>\$111,282</u>	<u>\$114,342</u>
<u>Legal Secretary</u>	<u>\$54,558</u>	<u>\$67,546</u>	<u>\$69,405</u>	<u>\$71,313</u>	<u>\$73,274</u>
<u>Legislative Analyst</u>	<u>\$68,624</u>	<u>\$85,025</u>	<u>\$87,362</u>	<u>\$89,765</u>	<u>\$92,233</u>
<u>Legislative Assistant</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>	<u>\$79,247</u>
<u>Planning &amp; Rules Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Principal Deputy District Counsel</u>	<u>\$124,418</u>	<u>\$151,297</u>	<u>\$155,457</u>	<u>\$159,732</u>	<u>\$164,124</u>
<u>Procurement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Public Affairs Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>	<u>\$122,468</u>	<u>\$125,836</u>
<u>Quality Assurance Manager</u>	<u>\$104,926</u>	<u>\$127,552</u>	<u>\$131,060</u>	<u>\$134,664</u>	<u>\$138,367</u>
<u>Risk Manager</u>	<u>\$95,409</u>	<u>\$115,999</u>	<u>\$119,190</u>	<u>\$122,468</u>	<u>\$125,836</u>
<u>Secretary (Confidential)</u>	<u>\$44,472</u>	<u>\$55,097</u>	<u>\$56,612</u>	<u>\$58,169</u>	<u>\$59,769</u>
<u>Senior Accountant</u>	<u>\$70,989</u>	<u>\$87,748</u>	<u>\$90,161</u>	<u>\$92,640</u>	<u>\$95,188</u>
<u>Senior Administrative Secretary</u>	<u>\$59,018</u>	<u>\$73,054</u>	<u>\$75,062</u>	<u>\$77,126</u>	<u>\$79,247</u>
<u>Senior AQ Engineering Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Senior Deputy District Counsel</u>	<u>\$118,862</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,797</u>
<u>Senior Enforcement Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>
<u>Senior Public Affairs Manager</u>	<u>\$115,401</u>	<u>\$140,331</u>	<u>\$144,190</u>	<u>\$148,155</u>	<u>\$152,230</u>

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Public Information Specialist</u>	<b><u>\$72,634</u></b>	<b><u>\$89,932</u></b>	<b><u>\$92,406</u></b>	<b><u>\$94,947</u></b>	<b><u>\$97,558</u></b>
<u>Supervising Payroll Technician</u>	<b><u>\$54,139</u></b>	<b><u>\$66,948</u></b>	<b><u>\$68,789</u></b>	<b><u>\$70,681</u></b>	<b><u>\$72,624</u></b>
<u>Systems Analyst</u>	<b><u>\$88,257</u></b>	<b><u>\$109,266</u></b>	<b><u>\$112,271</u></b>	<b><u>\$115,358</u></b>	<b><u>\$118,531</u></b>
<u>Systems &amp; Programming Supervisor</u>	<b><u>\$97,953</u></b>	<b><u>\$121,296</u></b>	<b><u>\$124,633</u></b>	<b><u>\$128,060</u></b>	<b><u>\$131,582</u></b>
<u>Technology Implementation Manager</u>	<b><u>\$115,401</u></b>	<b><u>\$140,331</u></b>	<b><u>\$144,190</u></b>	<b><u>\$148,155</u></b>	<b><u>\$152,230</u></b>
<u>Workers Comp. &amp; Safety Analyst</u>	<b><u>\$64,404</u></b>	<b><u>\$79,697</u></b>	<b><u>\$81,889</u></b>	<b><u>\$84,141</u></b>	<b><u>\$86,454</u></b>

## ARTICLE 2

### DESIGNATED DEPUTY SALARIES

#### Section 55. SALARY

Designated Deputy base salaries are listed in Chapter III, Article 7, of this document.

~~Effective with pay period 1310, or as soon as practicable, each Designated Deputy shall receive a one time payment equal to one percent (1%) of their annual base salary.~~

~~Effective as soon as practicable after December 6, 2013, each Designated Deputy shall receive a one time payment equal to 0.5% of their annual base salary.~~

Designated Deputies shall receive the same percentage increase as approved by the Board for management employees. The term "base salary" shall not include any benefits that the Designated Deputy shall receive under the terms of this *Salary Resolution*. Said base salary shall be less federal and State taxes and other customary payroll withholdings which are also applicable to other employees of SCAQMD and shall be payable every two weeks commencing on the first applicable payday following appointment.



## ARTICLE 7

### DESIGNATED DEPUTY ANNUAL SALARIES

(Effective with the start of the pay period encompassing January 1, 2015)

Assistant Chief Deputy Counsel, Major Prosecutions	\$158,049
Assistant Deputy Executive Officer	\$155,669
Chief Deputy Counsel	\$178,398
Deputy Executive Officer, including Chief Financial Officer	\$166,615
Director of Strategic Initiatives	\$148,723
Health Effects Officer	\$148,723
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	\$151,614

(Effective with the start of the pay period encompassing January 1, 2016)

Assistant Chief Deputy Counsel, Major Prosecutions	\$160,420
Assistant Deputy Executive Officer	\$158,004
Chief Deputy Counsel	\$181,074
Deputy Executive Officer, including Chief Financial Officer	\$169,114
Director of Strategic Initiatives	\$150,954
Health Effects Officer	\$150,954
Intergovernmental Affairs Officer	— Vacant
Senior Policy Advisor	\$153,888

(Effective with the start of the pay period encompassing January 1, 2017)

Assistant Chief Deputy Counsel, Major Prosecutions	\$162,826
Assistant Deputy Executive Officer	\$160,374
Chief Deputy Counsel	\$183,790
Deputy Executive Officer, including Chief Operating Officer	\$171,651
Director of Strategic Initiatives	\$153,218
Director of Communications	\$153,218
Health Effects Officer	\$126,053 - \$153,218
	(Steps 1 – 5)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	\$156,196

(Effective with the start of the pay period encompassing July 1, 2018)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$167,304</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$164,784</u>
<u>Chief Deputy Counsel</u>	<u>\$188,844</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u> <u>Chief Administrative Officer</u>	<u>\$176,371</u>

<u>Director of Strategic Initiatives</u>	<u>\$157,432</u>
<u>Director of Communications</u>	<u>\$157,432</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$157,432</u>
	<u>(Steps 1 – 6)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2019)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$171,905</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$169,316</u>
<u>Chief Deputy Counsel</u>	<u>\$194,037</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u>	
<u>Chief Administrative Officer</u>	<u>\$181,222</u>
<u>Director of Strategic Initiatives</u>	<u>\$161,761</u>
<u>Director of Communications</u>	<u>\$161,761</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$161,761</u>
	<u>(Steps 1 – 7)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2020)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$176,632</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$173,972</u>
<u>Chief Deputy Counsel</u>	<u>\$199,373</u>
<u>Deputy Executive Officer, including Chief Operating Officer and</u>	
<u>Chief Administrative Officer</u>	<u>\$186,205</u>
<u>Director of Strategic Initiatives</u>	<u>\$166,209</u>
<u>Director of Communications</u>	<u>\$166,209</u>
<u>Health Effects Officer</u>	<u>\$126,053 - \$166,209</u>
	<u>(Steps 1 – 8)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

**ATTACHMENT B**  
**AMENDMENTS TO SCAQMD ADMINISTRATIVE CODE**

**SOUTH COAST**  
**AIR QUALITY MANAGEMENT DISTRICT**

***ADMINISTRATIVE CODE***

*Revised ~~July 7, 2017~~ March 2, 2018*

## **Section 100.1 – Rideshare Incentive**

~~All Employees hired prior to January 1, 2006, are eligible to participate in SCAQMD's rideshare program and to receive incentives as provided for under the program. Those hired on or after January 1, 2006, may participate in the rideshare program but are not eligible to receive cash incentives. Represented employees shall consult their MOU for eligibility.~~

## **Section 140 - Tuition Reimbursement**

*Represented employees should consult Article 27, "Training," of their MOU.*

The objective of the tuition reimbursement program is to aid employees in career development within the scope of SCAQMD service.

The Designated Deputy over Administrative and Human Resources, or designee, shall administer SCAQMD's Tuition Reimbursement Program. Tuition reimbursement for management and confidential employees will apply to general, elective, and core courses which are related to the employee's career development and are of benefit to SCAQMD. Applications for tuition reimbursement must be reviewed and approved by the employee's Designated Deputy.

An employee or Designated Deputy of SCAQMD, who has been appointed to a full-time position or Designated Deputy class, is eligible to apply for tuition reimbursement. Employees must successfully pass the course with a grade of "C" or better (or a "pass," if a "pass"/"no pass" system) in order to be reimbursed. Effective for classes beginning on or after May 9, 1997, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$23,000 per calendar year.

The necessary financing for reimbursement of employees shall be determined by SCAQMD's Board in the annual budget.

## **Section 141 - Professional Licenses and Memberships**

Management employees shall be eligible to be reimbursed for professional licenses/memberships (e.g., Professional Engineering Registration, etc.) up to a maximum of \$300 per fiscal year. Confidential employees and Attorneys shall be eligible to be reimbursed for professional licenses/memberships up to a maximum of \$100 per fiscal year. Professional licenses and memberships are those licenses and organizational affiliations which are closely related, as determined by the Executive Officer, or designee, to one's duties and responsibilities with SCAQMD and/or one's field of professional expertise. Attorneys shall also be reimbursed for required bar affiliation up to a maximum of \$478 per year. This section does not apply to memberships which the Executive Officer, or his designee, requires the employee to have, and which, therefore, are paid in full by SCAQMD. This section does apply to professional licenses or memberships that the employee is required to have by the class specification.

**ATTACHMENT D**  
**AMENDMENTS TO EXECUTIVE MANAGEMENT AGREEMENT**  
**EXECUTIVE OFFICER**

**EXECUTIVE MANAGEMENT AGREEMENT**  
**between**  
**SOUTH COAST AIR QUALITY MANAGEMENT DISTRICT**  
**and**  
**EXECUTIVE OFFICER**

## I. TERMS OF AGREEMENT

- B. Effective March 3, 2017, the Executive Officer shall receive an annual base salary of \$271,080.68. The term "base salary" shall not include any benefits that the Executive Officer shall receive under the terms of this Agreement. The District Board may consider increases to the Executive Officer's base salary, at the time and in the manner it deems appropriate. Said annual salary shall be less federal and state taxes which are also applicable to other employees of the District and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

~~Executive Officer's base salary will be increased 1.5%, effective the start of the pay period encompassing January 1<sup>st</sup> of 2017. In addition, with approval by the District Board, the Executive Officer may shall receive future annual base salary increases equivalent to any such increases approved by the District Board for management employees.~~ Effective July 1, 2018, the Executive Officer shall receive an annual base salary of \$278,535.

- D. The receipt of benefits customarily given to regular employees does not create a property interest for Executive Officer in his job. Executive Officer shall be entitled to receive the following additional fringe benefits during this Agreement based upon the conditions as set forth below. In no event shall the District's liability exceed the actual cost to the District of the benefits described herein.

7. Holidays. Executive Officer shall receive the same number of paid holidays per year during this Agreement, and shall be subject to the same holiday provisions, as management employees.

10. Other

- d) 401(a) Money Purchase Plan. The District will create a 401(a) Money Purchase Plan, and the Executive Officer will be eligible to participate in the Plan. Starting at the pay period ending January 1, 2017, the District will contribute \$923.00 per bi-weekly pay period, for a total amount of \$24,000 annually into the Executive Officer's 401(a) Plan account. If the 401(a) Money Purchase Plan is established after the pay period ending January 1, 2017, the District will contribute the amount of \$923.00 per pay period, retroactive to the pay period ending January 1, 2017. Retroactive to the pay period encompassing January 1, 2018, the District will contribute \$942.31 per bi-weekly pay period, for a total amount of \$24,500 annually into the Executive Officer's 401(a) Plan account.

**ATTACHMENT E**  
**AMENDMENTS TO EXECUTIVE MANAGEMENT AGREEMENT**  
**GENERAL COUNSEL**

**EXECUTIVE MANAGEMENT AGREEMENT**  
**between**  
**SOUTH COAST AIR QUALITY MANAGEMENT DISTRICT**  
**and**  
**GENERAL COUNSEL**

**I. TERMS OF AGREEMENT**

- B. General Counsel shall initially receive a base salary of \$202,684. The term "base salary" shall not include any benefits that the General Counsel shall receive under the terms of this Agreement. The District Board may consider increases to the General Counsel's base salary based on his annual performance evaluation and as part of the District's annual budget process. Said annual salary shall be less federal and state taxes which are also applicable to other employees of the District and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

Effective July 1, 2018, General Counsel shall receive a base salary of \$208,258.

- D. The receipt of benefits customarily given to regular employees does not create a property interest for General Counsel in his job. General Counsel shall be entitled to receive the following additional fringe benefits during this Agreement based upon the conditions as set forth below. In no event shall the District's liability exceed the actual cost to the District of the benefits described herein.

7. Holidays. General Counsel shall receive the same number of paid holidays per year during this Agreement, and shall be subject to the same holiday provisions, as management employees.