

BOARD MEETING DATE: January 7, 2022

AGENDA NO. 24

PROPOSAL Approve Two-Year Labor Agreement with Teamsters Local 911, Approve Comparable Terms for Non-Represented Employees, Executive Officer and General Counsel, and Approve Unit Modification for Three Classifications

SYNOPSIS: South Coast AQMD management and representatives of Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units, have reached agreement on a new 2-year MOU. This action is to present the proposed agreement to the Board for approval. This action also requests Board approval to adopt comparable terms for non-represented employees through amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution*, and for the Executive Officer and the General Counsel through amendments to Executive Management Agreements. This action also requests Board approval of a unit modification to transfer three classifications from the Confidential Unit to Teamsters Bargaining Units.

COMMITTEE: No Committee Review

RECOMMENDED ACTIONS:

1. Approve a two-year agreement for a successor 2022-2023 Teamsters MOU, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units. Proposed changes to the current 2021 Teamsters MOU are shown in Attachment A. All other provisions remain unchanged in the successor MOU;
2. Approve amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution* to effect comparable terms for non-represented employees. Proposed amendments are shown in Attachments B and C, respectively;
3. Approve amendments to the Executive Management Agreements with the Executive Officer and the General Counsel to effect comparable terms. Proposed amendments are shown in Attachments D and E, respectively; and

4. Approve a unit modification to transfer three classifications from the Confidential unit to Teamsters Bargaining Units.

Wayne Natri
Executive Officer

AJO:mm

Background

The 2021 Memorandum of Understanding (MOU) between South Coast AQMD and Teamsters Local 911 (Teamsters), covering the Technical & Enforcement and Office Clerical & Maintenance bargaining units, expired December 31, 2021. The parties have engaged in bargaining and have reached a tentative agreement for a successor MOU. The Teamsters bargaining unit members have voted to ratify the tentative agreement. A new MOU requires adoption by the Board to have full force and effect.

Comparable terms are being proposed for non-represented employees, which includes the Confidential Unit, Management, Designated Deputies, the General Counsel and the Executive Officer.

A unit modification is also being proposed regarding three Confidential Unit classifications – Administrative Assistant II, Legislative Assistant, and Senior Public Affairs Specialist – based on the definition of a Confidential Employee set forth in the Employee Relations Resolution (ERR). The ERR defines a Confidential Employee as one “who may be privy to the decision-making process of District Management affecting employee relations.” These three classifications are not, and unlikely to be, privy to the decision-making process of District Management affecting employee relations. The parties have reached agreement to transfer these classifications into Teamster Bargaining units, but to allow current employees in these classifications to retain their Confidential Unit leaves and benefits.

Proposal

This action is to present the proposed 2022-2023 Teamsters MOU to the Board for approval. The primary changes for a successor MOU include: a two-year term, from January 1, 2022 to December 31, 2023; a 3 percent across-the-board increase to base salary in each year, effective as of pay periods encompassing January 1, 2022 and January 1, 2023; adding Juneteenth as a holiday; providing an employer contribution match up to \$300 per calendar year for members participating in the South Coast AQMD Section 457 Deferred Compensation Plan; adding stepsiblings to the list of relatives for Bereavement Leave and adding one additional day of Bereavement Leave when out-of-town travel is required. All provisions of the 2021 Teamsters MOU are

incorporated in the proposed successor MOU, unless indicated otherwise. The revised provisions for the proposed 2022-2023 Teamsters MOU are shown in Attachment A.

Comparable terms for the non-represented employees listed above are also proposed for approval, and these changes are reflected in Attachments B through E.

Approval of the proposed unit modification would transfer the Administrative Assistant II and Legislative Assistant classifications into the Office Clerical & Maintenance Unit and would transfer the Senior Public Affairs Specialist classification into the Technical & Enforcement Unit. Through agreement, current employees in these classifications will retain their Confidential Unit leaves and benefits while they remain in the classification.

Resource Impacts

There is sufficient funding available for the first six months of the proposed two-year successor MOU and for the comparable terms for non-represented employees in the FY 2021-22 Budget. Funding for the remaining term of the successor MOU and for the comparable terms for non-represented employees will be requested in subsequent fiscal year budgets.

Attachments

- A. Teamsters MOU Changes
- B. Administrative Code Amendments
- C. Salary Resolution Amendments
- D. Executive Management Agreement with Executive Officer
- E. Executive Management Agreement with General Counsel

Attachment A

**SOUTH COAST AIR QUALITY
MANAGEMENT DISTRICT**

**MEMORANDUM
OF
UNDERSTANDING**

**TECHNICAL AND ENFORCEMENT
AND
OFFICE CLERICAL AND MAINTENANCE
UNITS**

January 1, ~~2021~~2022 – December 31, ~~2021~~2023

ARTICLE 3

SALARIES

Section 1. Salaries during the term of this contract will be those in effect on the start of the pay period encompassing January 1st of ~~2018, 2019, and 2020~~ 2022 and 2023, as listed in Appendices A and B.

ARTICLE 14

(Salary Resolution, Section 28, "Holidays")

HOLIDAYS

Section 1. For the term of this Agreement, South Coast AQMD-paid holidays shall be:

- a. July 4 (Independence Day)
- b. The first Monday in September (Labor Day)
- c. November 11 (Veteran's Day)
- d. The fourth Thursday and the following Friday in November (Thanksgiving)
- e. December 25 (Christmas)
- f. January 1 (New Year's Day)
- g. The third Monday in January (Martin Luther King, Jr.'s Birthday)
- h. The third Monday in February (Presidents' Day)
- i. The last Monday in May (Memorial Day)
- j. June 19 (Juneteenth)

On each September 1 during the term of this Agreement, South Coast AQMD employees shall be granted 10 hours of floating holiday time (or 8 hours of floating holiday time if working an 8-hour-per-day schedule) in lieu of celebrating Admissions Day.

On each February 1 during the term of this Agreement, South Coast AQMD employees shall be granted 10 hours (or 8 hours if working a 4/8 or a 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.

ARTICLE 17

GROUP INSURANCE

Section 7. No earlier than September ~~15~~10, 2018~~2022~~ and September ~~15~~10, 2019~~2023~~, the parties agree to a reopener of Article 17, Sections 2 and 3 of the MOU for purposes of discussing potential health insurance premium increases effective January 1, ~~2019~~2023 and January 1, ~~2020~~2024, respectively.

ARTICLE 19

DEFERRED COMPENSATION

Section 1. South Coast AQMD shall offer regular full-time employees the opportunity to participate in a Section 457 Deferred Compensation Plan ~~without an employer contribution.~~ The same opportunity will also be offered to regular employees exempted for a medical condition from the 4/10 schedule who are regularly scheduled to work a minimum of four 8-hour days per week.

Section 2. Effective Pay Period 1 of 2023 (which has a Pay Date of January 4, 2023), for employees choosing to participate, South Coast AQMD shall fund a 1:1 matching contribution up to \$300 per calendar year. The maximum annual total contribution made to the plan for each employee shall be as stipulated by law.

ARTICLE 23

OTHER LEAVES OF ABSENCE

Section 1. Bereavement Leave. Apart from full-pay sick leave provisions, any employee employed in a full-time permanent position who is compelled to be absent from duty because of the death of his or her father, mother, stepfather, stepmother, stepsiblings, mother-in-law, father-in-law, sister, brother, spouse, children or stepchildren, grandmother, grandfather, grandchildren, or domestic partner (subject to South Coast AQMD domestic partner certification requirements) shall be ~~allowed the time necessary to be absent from work at regular pay for not more than (3) working days in any fiscal year for each occurrence~~ in any fiscal year, for each occurrence, be allowed the time necessary to be absent from work at regular pay for three working days; or for four consecutive working days if out-of-town travel is required. South Coast AQMD may require reasonable proof, satisfactory to South Coast AQMD, of such absence upon return and before payment is made, that the absence was due to such cause.

ARTICLE 40

AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this MOU, principal authorized agents shall be:

1. Representing management:

A. John Olvera
~~Assistant~~ DEO, Administrative & Human Resources
21685 Copley Drive, Diamond Bar, CA 91765-4182
Telephone No.: (909) 396-2309

2. The Teamsters Local 911 principal authorized agent shall be:

Ray Whitmer
Secretary-Treasurer, Teamsters Local 911
9900 Flower Street, Bellflower, CA 90706
Telephone No.: (562) 595-4518, ext. 104

ARTICLE 42

RENEGOTIATION

Section 1. The parties shall commence renegotiations under the terms of this Agreement, no later than September 1, ~~2021~~2023, ~~except as provided for in Section 2 of this Article.~~

ARTICLE 44

TERM OF MOU

Section 1. The term of this MOU shall commence on January 1, ~~2021~~2022, and shall continue for the period through December 31, ~~2021~~2023.

Section 2. All contract changes except salary adjustments are to be effective the beginning of the first pay period following the adoption of this Agreement by South Coast AQMD's Governing Board, unless otherwise stated.

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2018

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
AQ-Inspector	T/E	37E	\$48,900	\$60,606	\$62,424
AQ-Inspector I	T/E	39C	\$51,419	\$63,689	\$65,600
AQ-Inspector II	T/E	47H	\$64,815	\$80,285	\$82,694
AQ-Inspector III	T/E	50L	\$70,919	\$87,814	\$90,447
AQ-Instrument Specialist I	T/E	44G	\$59,540	\$73,764	\$75,978
AQ-Instrument Specialist II	T/E	47H	\$64,815	\$80,285	\$82,694
Asst. AQ-Instrument Specialist	T/E	37E	\$48,900	\$60,606	\$62,424
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121
Asst. Info. Tech. Specialist	T/E	35H	\$46,648	\$57,791	\$59,525
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255
Graphic Arts Illustrator I	T/E	34J	\$45,462	\$56,339	\$58,029
Graphic Arts Illustrator II	T/E	38J	\$50,768	\$62,918	\$64,806
Info. Tech. Supervisor	T/E	14T	\$89,573	\$108,907	\$112,174
Information Tech. Specialist I	T/E	34J	\$49,641	\$61,496	\$63,341
Information Tech. Specialist II	T/E	38J	\$60,725	\$75,217	\$77,474
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108
Prin. AQ-Instrument Specialist	T/E	54J	\$78,773	\$97,593	\$100,521
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503
Programmer Analyst	T/E	53B	\$75,276	\$93,265	\$96,064

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2018

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447
Sr. Information Tech. Specialist	T/E	53B	\$75,277	\$93,266	\$96,064
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765

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TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2019

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
AQ Inspector	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297
AQ Inspector-I	T/E	39C	\$51,419	\$63,689	\$65,600	\$67,568
AQ Inspector-II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174
AQ Inspector-III	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161
AQ Instrument Specialist-I	T/E	44G	\$59,540	\$73,764	\$75,978	\$78,257
AQ Instrument Specialist-II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174
Asst. AQ Instrument Specialist	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121	\$55,745
Asst. Info. Tech. Specialist	T/E	35H	\$46,648	\$57,791	\$59,525	\$61,310
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255	\$70,303
Graphic Arts Illustrator-I	T/E	34J	\$45,462	\$56,339	\$58,029	\$59,770
Graphic Arts Illustrator-II	T/E	38J	\$50,768	\$62,918	\$64,806	\$66,750
Info. Tech. Supervisor	T/E	14T	\$89,573	\$108,907	\$112,174	\$115,539
Information Tech. Specialist-I	T/E	34J	\$49,641	\$61,496	\$63,341	\$65,241
Information Tech. Specialist-II	T/E	38J	\$60,725	\$75,217	\$77,474	\$79,798
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552	\$99,449
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935	\$67,914
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921	\$91,589
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108	\$79,421
Prin. AQ Instrument Specialist	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503	\$83,948
Programmer Analyst	T/E	53B	\$75,276	\$93,265	\$96,064	\$98,946

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TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2019

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step	Approximate Annual 7th Step
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161
Sr. Information Tech. Specialist	T/E	53B	\$75,277	\$93,266	\$96,064	\$98,946
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762	\$86,275
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780	\$105,863
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765	\$73,918

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2020

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	Approximate <u>Annual</u> <u>1st Step</u>	Approximate <u>Annual</u> <u>5th Step</u>	Approximate <u>Annual</u> <u>6th Step</u>	Approximate <u>Annual</u> <u>7th Step</u>	Approximate <u>Annual</u> <u>8th Step</u>
AQ-Inspector	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297	\$66,226
AQ-Inspector-I	T/E	39C	\$51,419	\$63,689	\$65,600	\$67,568	\$69,595
AQ-Inspector-II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174	\$87,730
AQ-Inspector-III	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161	\$95,956
AQ-Instrument-Specialist-I	T/E	44G	\$59,540	\$73,764	\$75,978	\$78,257	\$80,605
AQ-Instrument-Specialist-II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174	\$87,730
Asst. AQ-Instrument-Specialist	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297	\$66,226
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121	\$55,745	\$57,417
Asst. Info. Tech. Specialist	T/E	35H	\$46,648	\$57,791	\$59,525	\$61,310	\$63,150
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255	\$70,303	\$72,412
Graphic Arts Illustrator-I	T/E	34J	\$45,462	\$56,339	\$58,029	\$59,770	\$61,563
Graphic Arts Illustrator-II	T/E	38J	\$50,768	\$62,918	\$64,806	\$66,750	\$68,752
Info. Tech. Supervisor	T/E	14T	\$89,573	\$108,907	\$112,174	\$115,539	\$119,006
Information Tech. Specialist-I	T/E	34J	\$49,641	\$61,496	\$63,341	\$65,241	\$67,198
Information Tech. Specialist-II	T/E	38J	\$60,725	\$75,217	\$77,474	\$79,798	\$82,192
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552	\$99,449	\$102,432
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935	\$67,914	\$69,951
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921	\$91,589	\$94,336
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108	\$79,421	\$81,804
Prin. AQ-Instrument-Specialist	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536	\$106,643
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503	\$83,948	\$86,466
Programmer-Analyst	T/E	53B	\$75,276	\$93,265	\$96,064	\$98,946	\$101,914

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2020

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step	Approximate Annual 7th Step	Approximate Annual 8th Step
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161	\$95,956
Sr. Information Tech. Specialist	T/E	53B	\$75,277	\$93,266	\$96,064	\$98,946	\$101,914
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762	\$86,275	\$88,863
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536	\$106,643
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780	\$105,863	\$109,039
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765	\$73,918	\$76,136

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2018

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007
Prim. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032
Radio Telephone Operator	OCM	28H	\$36,726	\$45,477	\$46,841
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2018

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2019

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645	\$61,435
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161	\$77,416
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582	\$58,279
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599	\$56,237
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053	\$61,855
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545	\$59,271
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520	\$62,335
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179	\$68,164
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919	\$63,777
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024	\$54,615
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987	\$48,396
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591	\$71,679
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445	\$57,108
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007	\$56,657
Prin. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290	\$65,189
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682	\$67,653
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037	\$63,898
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032	\$82,433
Radio Telephone Operator	OCM	28H	\$36,726	\$45,477	\$46,841	\$48,247
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2019

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step	Approximate Annual 7th Step
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857	\$67,833
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712	\$53,264
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620	\$57,289
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959	\$73,088

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2020

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645	\$61,435	\$63,278
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161	\$77,416	\$79,738
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582	\$58,279	\$60,028
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599	\$56,237	\$57,924
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053	\$61,855	\$63,710
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545	\$59,271	\$61,050
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520	\$62,335	\$64,205
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179	\$68,164	\$70,209
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748	\$51,240
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919	\$63,777	\$65,690
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024	\$54,615	\$56,254
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987	\$48,396	\$49,848
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591	\$71,679	\$73,829
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445	\$57,108	\$58,821
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007	\$56,657	\$58,357
Prin. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290	\$65,189	\$67,145
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748	\$51,240
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682	\$67,653	\$69,682
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037	\$63,898	\$65,815
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032	\$82,433	\$84,906
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2020

Title	Unit	Schedule	Approximate Annual 1st Step	Approximate Annual 5th Step	Approximate Annual 6th Step	Approximate Annual 7th Step	Approximate Annual 8th Step
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857	\$67,833	\$69,868
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712	\$53,264	\$54,861
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620	\$57,289	\$59,007
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959	\$73,088	\$75,280

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2022

<u>Title</u>	<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>2nd Step</u>	<u>Approximate</u> <u>Annual</u> <u>3rd Step</u>	<u>Approximate</u> <u>Annual</u> <u>4th Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>	<u>Approximate</u> <u>Annual</u> <u>6th Step</u>	<u>Approximate</u> <u>Annual</u> <u>7th Step</u>	<u>Approximate</u> <u>Annual</u> <u>8th Step</u>
<u>AQ Inspector</u>	<u>\$50,367</u>	<u>\$53,145</u>	<u>\$56,075</u>	<u>\$59,158</u>	<u>\$62,425</u>	<u>\$64,297</u>	<u>\$66,226</u>	<u>\$68,213</u>
<u>AQ Inspector I</u>	<u>\$52,962</u>	<u>\$55,892</u>	<u>\$58,945</u>	<u>\$62,180</u>	<u>\$65,599</u>	<u>\$67,568</u>	<u>\$69,595</u>	<u>\$71,683</u>
<u>AQ Inspector II</u>	<u>\$66,759</u>	<u>\$70,422</u>	<u>\$74,299</u>	<u>\$78,389</u>	<u>\$82,694</u>	<u>\$85,174</u>	<u>\$87,730</u>	<u>\$90,361</u>
<u>AQ Inspector III</u>	<u>\$73,048</u>	<u>\$77,046</u>	<u>\$81,289</u>	<u>\$85,746</u>	<u>\$90,447</u>	<u>\$93,161</u>	<u>\$95,956</u>	<u>\$98,834</u>
<u>AQ Instrument Specialist I</u>	<u>\$61,326</u>	<u>\$64,714</u>	<u>\$68,255</u>	<u>\$72,010</u>	<u>\$75,978</u>	<u>\$78,257</u>	<u>\$80,605</u>	<u>\$83,023</u>
<u>AQ Instrument Specialist II</u>	<u>\$66,759</u>	<u>\$70,422</u>	<u>\$74,299</u>	<u>\$78,389</u>	<u>\$82,694</u>	<u>\$85,174</u>	<u>\$87,730</u>	<u>\$90,361</u>
<u>Asst. AQ Instrument Specialist</u>	<u>\$50,367</u>	<u>\$53,145</u>	<u>\$56,075</u>	<u>\$59,158</u>	<u>\$62,425</u>	<u>\$64,297</u>	<u>\$66,226</u>	<u>\$68,213</u>
<u>Asst. Computer Operator</u>	<u>\$43,682</u>	<u>\$46,094</u>	<u>\$48,627</u>	<u>\$51,313</u>	<u>\$54,122</u>	<u>\$55,745</u>	<u>\$57,417</u>	<u>\$59,140</u>
<u>Asst. Info. Tech. Specialist</u>	<u>\$48,047</u>	<u>\$50,703</u>	<u>\$53,481</u>	<u>\$56,411</u>	<u>\$59,525</u>	<u>\$61,311</u>	<u>\$63,150</u>	<u>\$65,044</u>
<u>Asst. Programmer</u>	<u>\$55,098</u>	<u>\$58,120</u>	<u>\$61,326</u>	<u>\$64,684</u>	<u>\$68,255</u>	<u>\$70,303</u>	<u>\$72,412</u>	<u>\$74,584</u>
<u>Graphic Arts Illustrator I</u>	<u>\$46,826</u>	<u>\$49,421</u>	<u>\$52,138</u>	<u>\$55,007</u>	<u>\$58,029</u>	<u>\$59,770</u>	<u>\$61,563</u>	<u>\$63,410</u>
<u>Graphic Arts Illustrator II</u>	<u>\$52,290</u>	<u>\$55,190</u>	<u>\$58,212</u>	<u>\$61,417</u>	<u>\$64,806</u>	<u>\$66,750</u>	<u>\$68,752</u>	<u>\$70,815</u>
<u>Info. Tech. Supervisor</u>	<u>\$92,261</u>	<u>\$96,885</u>	<u>\$101,724</u>	<u>\$106,810</u>	<u>\$112,174</u>	<u>\$115,539</u>	<u>\$119,006</u>	<u>\$122,576</u>
<u>Information Tech. Specialist I</u>	<u>\$51,130</u>	<u>\$53,939</u>	<u>\$56,930</u>	<u>\$60,044</u>	<u>\$63,340</u>	<u>\$65,241</u>	<u>\$67,198</u>	<u>\$69,214</u>
<u>Information Tech. Specialist II</u>	<u>\$62,547</u>	<u>\$65,996</u>	<u>\$69,598</u>	<u>\$73,444</u>	<u>\$77,474</u>	<u>\$79,798</u>	<u>\$82,192</u>	<u>\$84,657</u>
<u>Investigator</u>	<u>\$77,962</u>	<u>\$82,236</u>	<u>\$86,753</u>	<u>\$91,546</u>	<u>\$96,552</u>	<u>\$99,449</u>	<u>\$102,432</u>	<u>\$105,505</u>
<u>Laboratory Technician</u>	<u>\$53,206</u>	<u>\$56,136</u>	<u>\$59,219</u>	<u>\$62,486</u>	<u>\$65,935</u>	<u>\$67,914</u>	<u>\$69,951</u>	<u>\$72,049</u>
<u>Meteorologist Technician</u>	<u>\$71,765</u>	<u>\$75,703</u>	<u>\$79,885</u>	<u>\$84,281</u>	<u>\$88,921</u>	<u>\$91,589</u>	<u>\$94,336</u>	<u>\$97,166</u>
<u>Paralegal</u>	<u>\$62,241</u>	<u>\$65,660</u>	<u>\$69,262</u>	<u>\$73,078</u>	<u>\$77,107</u>	<u>\$79,421</u>	<u>\$81,804</u>	<u>\$84,258</u>
<u>Prin. AQ Instrument Specialist</u>	<u>\$81,137</u>	<u>\$85,594</u>	<u>\$90,325</u>	<u>\$95,270</u>	<u>\$100,520</u>	<u>\$103,536</u>	<u>\$106,642</u>	<u>\$109,842</u>
<u>Programmer</u>	<u>\$65,782</u>	<u>\$69,415</u>	<u>\$73,231</u>	<u>\$77,260</u>	<u>\$81,503</u>	<u>\$83,948</u>	<u>\$86,466</u>	<u>\$89,060</u>
<u>Programmer Analyst</u>	<u>\$77,535</u>	<u>\$81,808</u>	<u>\$86,296</u>	<u>\$91,057</u>	<u>\$96,064</u>	<u>\$98,946</u>	<u>\$101,914</u>	<u>\$104,972</u>

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2022

<u>Title</u>	<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>2nd Step</u>	<u>Approximate</u> <u>Annual</u> <u>3rd Step</u>	<u>Approximate</u> <u>Annual</u> <u>4th Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>	<u>Approximate</u> <u>Annual</u> <u>6th Step</u>	<u>Approximate</u> <u>Annual</u> <u>7th Step</u>	<u>Approximate</u> <u>Annual</u> <u>8th Step</u>
<u>Sr. AQ Instrument Specialist</u>	<u>\$73,048</u>	<u>\$77,046</u>	<u>\$81,289</u>	<u>\$85,746</u>	<u>\$90,447</u>	<u>\$93,161</u>	<u>\$95,956</u>	<u>\$98,834</u>
<u>Sr. Information Tech. Specialist</u>	<u>\$77,535</u>	<u>\$81,808</u>	<u>\$86,296</u>	<u>\$91,057</u>	<u>\$96,064</u>	<u>\$98,946</u>	<u>\$101,914</u>	<u>\$104,972</u>
<u>Sr. Paralegal</u>	<u>\$67,614</u>	<u>\$71,338</u>	<u>\$75,245</u>	<u>\$79,397</u>	<u>\$83,762</u>	<u>\$86,275</u>	<u>\$88,863</u>	<u>\$91,529</u>
<u>Sr. Public Affairs Specialist</u>	<u>\$74,813</u>	<u>\$78,913</u>	<u>\$83,260</u>	<u>\$87,822</u>	<u>\$92,630</u>	<u>\$95,178</u>	<u>\$97,796</u>	<u>\$100,485</u>
<u>Supv. AQ Inspector</u>	<u>\$81,137</u>	<u>\$85,594</u>	<u>\$90,325</u>	<u>\$95,270</u>	<u>\$100,520</u>	<u>\$103,536</u>	<u>\$106,642</u>	<u>\$109,842</u>
<u>Supv. Investigator</u>	<u>\$82,968</u>	<u>\$87,547</u>	<u>\$92,340</u>	<u>\$97,437</u>	<u>\$102,779</u>	<u>\$105,863</u>	<u>\$109,039</u>	<u>\$112,310</u>
<u>Transportation Plan Reviewer</u>	<u>\$57,937</u>	<u>\$61,112</u>	<u>\$64,470</u>	<u>\$68,011</u>	<u>\$71,765</u>	<u>\$73,918</u>	<u>\$76,136</u>	<u>\$78,420</u>

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2023

<u>Title</u>	<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>2nd Step</u>	<u>Approximate</u> <u>Annual</u> <u>3rd Step</u>	<u>Approximate</u> <u>Annual</u> <u>4th Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>	<u>Approximate</u> <u>Annual</u> <u>6th Step</u>	<u>Approximate</u> <u>Annual</u> <u>7th Step</u>	<u>Approximate</u> <u>Annual</u> <u>8th Step</u>
<u>AQ Inspector</u>	<u>\$51,878</u>	<u>\$54,739</u>	<u>\$57,758</u>	<u>\$60,933</u>	<u>\$64,297</u>	<u>\$66,226</u>	<u>\$68,213</u>	<u>\$70,259</u>
<u>AQ Inspector I</u>	<u>\$54,551</u>	<u>\$57,569</u>	<u>\$60,713</u>	<u>\$64,046</u>	<u>\$67,567</u>	<u>\$69,595</u>	<u>\$71,683</u>	<u>\$73,833</u>
<u>AQ Inspector II</u>	<u>\$68,762</u>	<u>\$72,535</u>	<u>\$76,528</u>	<u>\$80,741</u>	<u>\$85,174</u>	<u>\$87,729</u>	<u>\$90,361</u>	<u>\$93,072</u>
<u>AQ Inspector III</u>	<u>\$75,239</u>	<u>\$79,358</u>	<u>\$83,728</u>	<u>\$88,318</u>	<u>\$93,160</u>	<u>\$95,956</u>	<u>\$98,834</u>	<u>\$101,799</u>
<u>AQ Instrument Specialist I</u>	<u>\$63,165</u>	<u>\$66,655</u>	<u>\$70,303</u>	<u>\$74,170</u>	<u>\$78,257</u>	<u>\$80,605</u>	<u>\$83,023</u>	<u>\$85,514</u>
<u>AQ Instrument Specialist II</u>	<u>\$68,762</u>	<u>\$72,535</u>	<u>\$76,528</u>	<u>\$80,741</u>	<u>\$85,174</u>	<u>\$87,729</u>	<u>\$90,361</u>	<u>\$93,072</u>
<u>Asst. AQ Instrument Specialist</u>	<u>\$51,878</u>	<u>\$54,739</u>	<u>\$57,758</u>	<u>\$60,933</u>	<u>\$64,297</u>	<u>\$66,226</u>	<u>\$68,213</u>	<u>\$70,259</u>
<u>Asst. Computer Operator</u>	<u>\$44,992</u>	<u>\$47,476</u>	<u>\$50,086</u>	<u>\$52,853</u>	<u>\$55,745</u>	<u>\$57,417</u>	<u>\$59,140</u>	<u>\$60,914</u>
<u>Asst. Info. Tech. Specialist</u>	<u>\$49,488</u>	<u>\$52,224</u>	<u>\$55,085</u>	<u>\$58,104</u>	<u>\$61,310</u>	<u>\$63,150</u>	<u>\$65,044</u>	<u>\$66,996</u>
<u>Asst. Programmer</u>	<u>\$56,752</u>	<u>\$59,864</u>	<u>\$63,165</u>	<u>\$66,624</u>	<u>\$70,303</u>	<u>\$72,412</u>	<u>\$74,584</u>	<u>\$76,822</u>
<u>Graphic Arts Illustrator I</u>	<u>\$48,231</u>	<u>\$50,903</u>	<u>\$53,702</u>	<u>\$56,657</u>	<u>\$59,770</u>	<u>\$61,563</u>	<u>\$63,410</u>	<u>\$65,312</u>
<u>Graphic Arts Illustrator II</u>	<u>\$53,859</u>	<u>\$56,846</u>	<u>\$59,958</u>	<u>\$63,260</u>	<u>\$66,750</u>	<u>\$68,752</u>	<u>\$70,815</u>	<u>\$72,939</u>
<u>Info. Tech. Supervisor</u>	<u>\$95,028</u>	<u>\$99,791</u>	<u>\$104,776</u>	<u>\$110,015</u>	<u>\$115,539</u>	<u>\$119,006</u>	<u>\$122,576</u>	<u>\$126,253</u>
<u>Information Tech. Specialist I</u>	<u>\$52,664</u>	<u>\$55,557</u>	<u>\$58,638</u>	<u>\$61,845</u>	<u>\$65,241</u>	<u>\$67,198</u>	<u>\$69,214</u>	<u>\$71,291</u>
<u>Information Tech. Specialist II</u>	<u>\$64,423</u>	<u>\$67,976</u>	<u>\$71,686</u>	<u>\$75,648</u>	<u>\$79,798</u>	<u>\$82,192</u>	<u>\$84,657</u>	<u>\$87,197</u>
<u>Investigator</u>	<u>\$80,301</u>	<u>\$84,703</u>	<u>\$89,356</u>	<u>\$94,292</u>	<u>\$99,449</u>	<u>\$102,432</u>	<u>\$105,505</u>	<u>\$108,670</u>
<u>Laboratory Technician</u>	<u>\$54,802</u>	<u>\$57,820</u>	<u>\$60,996</u>	<u>\$64,360</u>	<u>\$67,913</u>	<u>\$69,951</u>	<u>\$72,049</u>	<u>\$74,211</u>
<u>Meteorologist Technician</u>	<u>\$73,918</u>	<u>\$77,974</u>	<u>\$82,282</u>	<u>\$86,809</u>	<u>\$91,588</u>	<u>\$94,336</u>	<u>\$97,166</u>	<u>\$100,081</u>
<u>Paralegal</u>	<u>\$64,109</u>	<u>\$67,630</u>	<u>\$71,340</u>	<u>\$75,270</u>	<u>\$79,421</u>	<u>\$81,804</u>	<u>\$84,258</u>	<u>\$86,786</u>
<u>Prin. AQ Instrument Specialist</u>	<u>\$83,571</u>	<u>\$88,161</u>	<u>\$93,035</u>	<u>\$98,128</u>	<u>\$103,536</u>	<u>\$106,642</u>	<u>\$109,842</u>	<u>\$113,137</u>
<u>Programmer</u>	<u>\$67,756</u>	<u>\$71,497</u>	<u>\$75,428</u>	<u>\$79,578</u>	<u>\$83,948</u>	<u>\$86,466</u>	<u>\$89,060</u>	<u>\$91,732</u>
<u>Programmer Analyst</u>	<u>\$79,861</u>	<u>\$84,263</u>	<u>\$88,884</u>	<u>\$93,789</u>	<u>\$98,946</u>	<u>\$101,914</u>	<u>\$104,972</u>	<u>\$108,121</u>

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE JANUARY 1, 2023

<u>Title</u>	<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>2nd Step</u>	<u>Approximate</u> <u>Annual</u> <u>3rd Step</u>	<u>Approximate</u> <u>Annual</u> <u>4th Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>	<u>Approximate</u> <u>Annual</u> <u>6th Step</u>	<u>Approximate</u> <u>Annual</u> <u>7th Step</u>	<u>Approximate</u> <u>Annual</u> <u>8th Step</u>
<u>Sr. AQ Instrument Specialist</u>	<u>\$75,239</u>	<u>\$79,358</u>	<u>\$83,728</u>	<u>\$88,318</u>	<u>\$93,160</u>	<u>\$95,956</u>	<u>\$98,834</u>	<u>\$101,799</u>
<u>Sr. Information Tech. Specialist</u>	<u>\$79,861</u>	<u>\$84,263</u>	<u>\$88,884</u>	<u>\$93,789</u>	<u>\$98,946</u>	<u>\$101,914</u>	<u>\$104,972</u>	<u>\$108,121</u>
<u>Sr. Paralegal</u>	<u>\$69,642</u>	<u>\$73,478</u>	<u>\$77,503</u>	<u>\$81,779</u>	<u>\$86,275</u>	<u>\$88,863</u>	<u>\$91,529</u>	<u>\$94,274</u>
<u>Sr. Public Affairs Specialist</u>	<u>\$77,058</u>	<u>\$81,281</u>	<u>\$85,757</u>	<u>\$90,456</u>	<u>\$95,410</u>	<u>\$98,034</u>	<u>\$100,730</u>	<u>\$103,500</u>
<u>Supv. AQ Inspector</u>	<u>\$83,571</u>	<u>\$88,161</u>	<u>\$93,035</u>	<u>\$98,128</u>	<u>\$103,536</u>	<u>\$106,642</u>	<u>\$109,842</u>	<u>\$113,137</u>
<u>Supv. Investigator</u>	<u>\$85,457</u>	<u>\$90,173</u>	<u>\$95,110</u>	<u>\$100,361</u>	<u>\$105,863</u>	<u>\$109,039</u>	<u>\$112,310</u>	<u>\$115,679</u>
<u>Transportation Plan Reviewer</u>	<u>\$59,675</u>	<u>\$62,945</u>	<u>\$66,404</u>	<u>\$70,051</u>	<u>\$73,918</u>	<u>\$76,136</u>	<u>\$78,420</u>	<u>\$80,772</u>

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2022

<u>Title</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 2nd Step</u>	<u>Approximate Annual 3rd Step</u>	<u>Approximate Annual 4th Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
<u>Accounting Technician</u>	<u>\$48,124</u>	<u>\$50,779</u>	<u>\$53,578</u>	<u>\$56,524</u>	<u>\$59,645</u>	<u>\$61,435</u>	<u>\$63,278</u>	<u>\$65,176</u>
<u>Administrative Assistant I</u>	<u>\$43,341</u>	<u>\$45,733</u>	<u>\$48,241</u>	<u>\$50,895</u>	<u>\$53,695</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>
<u>Administrative Assistant II</u>	<u>\$56,195</u>	<u>\$59,277</u>	<u>\$62,545</u>	<u>\$65,966</u>	<u>\$69,573</u>	<u>\$71,487</u>	<u>\$73,453</u>	<u>\$75,473</u>
<u>Building Supervisor</u>	<u>\$60,666</u>	<u>\$64,020</u>	<u>\$67,549</u>	<u>\$71,253</u>	<u>\$75,161</u>	<u>\$77,416</u>	<u>\$79,738</u>	<u>\$82,131</u>
<u>Career Development Intern</u>	<u>\$34,278</u>	<u>\$35,874</u>	<u>\$37,470</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>
<u>Contracts Assistant</u>	<u>\$43,341</u>	<u>\$45,733</u>	<u>\$48,241</u>	<u>\$50,895</u>	<u>\$53,695</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>
<u>Data Technician</u>	<u>\$45,674</u>	<u>\$48,183</u>	<u>\$50,837</u>	<u>\$53,608</u>	<u>\$56,583</u>	<u>\$58,280</u>	<u>\$60,028</u>	<u>\$61,829</u>
<u>Deputy Clerk</u>	<u>\$44,070</u>	<u>\$46,491</u>	<u>\$49,058</u>	<u>\$51,741</u>	<u>\$54,599</u>	<u>\$56,237</u>	<u>\$57,924</u>	<u>\$59,662</u>
<u>Deputy Clerk/Transcriber</u>	<u>\$48,474</u>	<u>\$51,128</u>	<u>\$53,958</u>	<u>\$56,932</u>	<u>\$60,053</u>	<u>\$61,855</u>	<u>\$63,710</u>	<u>\$65,622</u>
<u>District Storekeeper</u>	<u>\$46,433</u>	<u>\$48,999</u>	<u>\$51,683</u>	<u>\$54,541</u>	<u>\$57,545</u>	<u>\$59,271</u>	<u>\$61,050</u>	<u>\$62,881</u>
<u>Facilities Services Specialist</u>	<u>\$48,853</u>	<u>\$51,537</u>	<u>\$54,395</u>	<u>\$57,370</u>	<u>\$60,520</u>	<u>\$62,335</u>	<u>\$64,205</u>	<u>\$66,132</u>
<u>Facilities Services Technician</u>	<u>\$53,403</u>	<u>\$56,349</u>	<u>\$59,441</u>	<u>\$62,707</u>	<u>\$66,178</u>	<u>\$68,164</u>	<u>\$70,209</u>	<u>\$72,315</u>
<u>Fiscal Assistant</u>	<u>\$38,995</u>	<u>\$41,124</u>	<u>\$43,399</u>	<u>\$45,762</u>	<u>\$48,299</u>	<u>\$49,748</u>	<u>\$51,240</u>	<u>\$52,777</u>
<u>Fleet Services Supervisor</u>	<u>\$49,962</u>	<u>\$52,732</u>	<u>\$55,620</u>	<u>\$58,683</u>	<u>\$61,920</u>	<u>\$63,777</u>	<u>\$65,690</u>	<u>\$67,661</u>
<u>Fleet Services Worker I</u>	<u>\$37,478</u>	<u>\$39,549</u>	<u>\$41,708</u>	<u>\$44,012</u>	<u>\$46,433</u>	<u>\$47,825</u>	<u>\$49,260</u>	<u>\$50,738</u>
<u>Fleet Services Worker II</u>	<u>\$42,816</u>	<u>\$45,178</u>	<u>\$47,657</u>	<u>\$50,282</u>	<u>\$53,024</u>	<u>\$54,615</u>	<u>\$56,254</u>	<u>\$57,941</u>
<u>General Maintenance Helper</u>	<u>\$37,916</u>	<u>\$40,016</u>	<u>\$42,203</u>	<u>\$44,537</u>	<u>\$46,987</u>	<u>\$48,396</u>	<u>\$49,848</u>	<u>\$51,344</u>
<u>General Maintenance Worker</u>	<u>\$56,174</u>	<u>\$59,266</u>	<u>\$62,532</u>	<u>\$65,974</u>	<u>\$69,591</u>	<u>\$71,679</u>	<u>\$73,829</u>	<u>\$76,044</u>
<u>Legislative Assistant</u>	<u>\$60,788</u>	<u>\$64,148</u>	<u>\$67,662</u>	<u>\$71,392</u>	<u>\$75,245</u>	<u>\$77,314</u>	<u>\$79,440</u>	<u>\$81,625</u>
<u>Mail / Subscription Services Clerk</u>	<u>\$37,478</u>	<u>\$39,549</u>	<u>\$41,708</u>	<u>\$44,012</u>	<u>\$46,433</u>	<u>\$47,825</u>	<u>\$49,260</u>	<u>\$50,738</u>
<u>Mail / Subscription Services Supv.</u>	<u>\$46,345</u>	<u>\$48,883</u>	<u>\$51,595</u>	<u>\$54,424</u>	<u>\$57,399</u>	<u>\$59,121</u>	<u>\$60,894</u>	<u>\$62,721</u>
<u>Office Assistant</u>	<u>\$37,478</u>	<u>\$39,549</u>	<u>\$41,708</u>	<u>\$44,012</u>	<u>\$46,433</u>	<u>\$47,825</u>	<u>\$49,260</u>	<u>\$50,738</u>
<u>Offset Press Operator</u>	<u>\$44,741</u>	<u>\$47,220</u>	<u>\$49,816</u>	<u>\$52,557</u>	<u>\$55,445</u>	<u>\$57,108</u>	<u>\$58,822</u>	<u>\$60,586</u>
<u>Payroll Technician</u>	<u>\$44,420</u>	<u>\$46,841</u>	<u>\$49,437</u>	<u>\$52,149</u>	<u>\$55,007</u>	<u>\$56,657</u>	<u>\$58,357</u>	<u>\$60,108</u>
<u>Prin. Office Assistant</u>	<u>\$51,099</u>	<u>\$53,899</u>	<u>\$56,874</u>	<u>\$59,995</u>	<u>\$63,291</u>	<u>\$65,189</u>	<u>\$67,145</u>	<u>\$69,159</u>
<u>Print Shop Duplicator</u>	<u>\$38,995</u>	<u>\$41,124</u>	<u>\$43,399</u>	<u>\$45,762</u>	<u>\$48,299</u>	<u>\$49,748</u>	<u>\$51,240</u>	<u>\$52,777</u>
<u>Print Shop Supervisor</u>	<u>\$53,024</u>	<u>\$55,941</u>	<u>\$59,032</u>	<u>\$62,270</u>	<u>\$65,682</u>	<u>\$67,653</u>	<u>\$69,682</u>	<u>\$71,772</u>
<u>Purchasing Assistant</u>	<u>\$50,078</u>	<u>\$52,820</u>	<u>\$55,737</u>	<u>\$58,799</u>	<u>\$62,037</u>	<u>\$63,898</u>	<u>\$65,815</u>	<u>\$67,789</u>
<u>Purchasing Supervisor</u>	<u>\$64,603</u>	<u>\$68,161</u>	<u>\$71,895</u>	<u>\$75,861</u>	<u>\$80,032</u>	<u>\$82,433</u>	<u>\$84,906</u>	<u>\$87,453</u>

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2022

<u>Title</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 2nd Step</u>	<u>Approximate Annual 3rd Step</u>	<u>Approximate Annual 4th Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
<u>Sr. Deputy Clerk</u>	<u>\$53,170</u>	<u>\$56,087</u>	<u>\$59,178</u>	<u>\$62,445</u>	<u>\$65,857</u>	<u>\$67,833</u>	<u>\$69,868</u>	<u>\$71,964</u>
<u>Sr. Fiscal Assistant</u>	<u>\$43,341</u>	<u>\$45,733</u>	<u>\$48,241</u>	<u>\$50,895</u>	<u>\$53,695</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>
<u>Sr. Office Assistant</u>	<u>\$41,737</u>	<u>\$44,041</u>	<u>\$46,462</u>	<u>\$49,028</u>	<u>\$51,712</u>	<u>\$53,264</u>	<u>\$54,862</u>	<u>\$56,507</u>
<u>Staff Assistant</u>	<u>\$44,887</u>	<u>\$47,366</u>	<u>\$49,962</u>	<u>\$52,703</u>	<u>\$55,620</u>	<u>\$57,289</u>	<u>\$59,007</u>	<u>\$60,778</u>
<u>Stock Clerk</u>	<u>\$37,478</u>	<u>\$39,549</u>	<u>\$41,708</u>	<u>\$44,012</u>	<u>\$46,433</u>	<u>\$47,825</u>	<u>\$49,260</u>	<u>\$50,738</u>
<u>Supv. Office Assistant</u>	<u>\$46,345</u>	<u>\$48,883</u>	<u>\$51,595</u>	<u>\$54,424</u>	<u>\$57,399</u>	<u>\$59,121</u>	<u>\$60,894</u>	<u>\$62,721</u>
<u>Technical Writer</u>	<u>\$57,282</u>	<u>\$60,432</u>	<u>\$63,757</u>	<u>\$67,257</u>	<u>\$70,961</u>	<u>\$73,088</u>	<u>\$75,281</u>	<u>\$77,538</u>

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2023

<u>Title</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 2nd Step</u>	<u>Approximate Annual 3rd Step</u>	<u>Approximate Annual 4th Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
<u>Accounting Technician</u>	<u>\$49,568</u>	<u>\$52,302</u>	<u>\$55,186</u>	<u>\$58,220</u>	<u>\$61,434</u>	<u>\$63,278</u>	<u>\$65,176</u>	<u>\$67,131</u>
<u>Administrative Assistant I</u>	<u>\$44,641</u>	<u>\$47,105</u>	<u>\$49,688</u>	<u>\$52,422</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>	<u>\$60,434</u>
<u>Administrative Assistant II</u>	<u>\$57,881</u>	<u>\$61,056</u>	<u>\$64,421</u>	<u>\$67,946</u>	<u>\$71,660</u>	<u>\$73,631</u>	<u>\$75,656</u>	<u>\$77,737</u>
<u>Building Supervisor</u>	<u>\$62,486</u>	<u>\$65,940</u>	<u>\$69,575</u>	<u>\$73,391</u>	<u>\$77,416</u>	<u>\$79,738</u>	<u>\$82,131</u>	<u>\$84,595</u>
<u>Career Development Intern</u>	<u>\$35,307</u>	<u>\$36,951</u>	<u>\$38,594</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>
<u>Contracts Assistant</u>	<u>\$44,641</u>	<u>\$47,105</u>	<u>\$49,688</u>	<u>\$52,422</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>	<u>\$60,434</u>
<u>Data Technician</u>	<u>\$47,045</u>	<u>\$49,628</u>	<u>\$52,362</u>	<u>\$55,216</u>	<u>\$58,280</u>	<u>\$60,028</u>	<u>\$61,829</u>	<u>\$63,684</u>
<u>Deputy Clerk</u>	<u>\$45,392</u>	<u>\$47,886</u>	<u>\$50,529</u>	<u>\$53,293</u>	<u>\$56,237</u>	<u>\$57,924</u>	<u>\$59,662</u>	<u>\$61,452</u>
<u>Deputy Clerk/Transcriber</u>	<u>\$49,929</u>	<u>\$52,662</u>	<u>\$55,576</u>	<u>\$58,640</u>	<u>\$61,855</u>	<u>\$63,710</u>	<u>\$65,622</u>	<u>\$67,590</u>
<u>District Storekeeper</u>	<u>\$47,826</u>	<u>\$50,469</u>	<u>\$53,233</u>	<u>\$56,177</u>	<u>\$59,271</u>	<u>\$61,050</u>	<u>\$62,881</u>	<u>\$64,768</u>
<u>Facilities Services Specialist</u>	<u>\$50,319</u>	<u>\$53,083</u>	<u>\$56,027</u>	<u>\$59,091</u>	<u>\$62,336</u>	<u>\$64,205</u>	<u>\$66,132</u>	<u>\$68,116</u>
<u>Facilities Services Technician</u>	<u>\$55,005</u>	<u>\$58,040</u>	<u>\$61,224</u>	<u>\$64,589</u>	<u>\$68,163</u>	<u>\$70,209</u>	<u>\$72,315</u>	<u>\$74,485</u>
<u>Fiscal Assistant</u>	<u>\$40,165</u>	<u>\$42,358</u>	<u>\$44,701</u>	<u>\$47,135</u>	<u>\$49,748</u>	<u>\$51,240</u>	<u>\$52,777</u>	<u>\$54,361</u>
<u>Fleet Services Supervisor</u>	<u>\$51,461</u>	<u>\$54,315</u>	<u>\$57,289</u>	<u>\$60,443</u>	<u>\$63,777</u>	<u>\$65,690</u>	<u>\$67,661</u>	<u>\$69,691</u>
<u>Fleet Services Worker I</u>	<u>\$38,603</u>	<u>\$40,736</u>	<u>\$42,959</u>	<u>\$45,332</u>	<u>\$47,826</u>	<u>\$49,260</u>	<u>\$50,738</u>	<u>\$52,260</u>
<u>Fleet Services Worker II</u>	<u>\$44,100</u>	<u>\$46,534</u>	<u>\$49,087</u>	<u>\$51,791</u>	<u>\$54,615</u>	<u>\$56,254</u>	<u>\$57,941</u>	<u>\$59,679</u>
<u>General Maintenance Helper</u>	<u>\$39,054</u>	<u>\$41,217</u>	<u>\$43,470</u>	<u>\$45,873</u>	<u>\$48,396</u>	<u>\$49,848</u>	<u>\$51,344</u>	<u>\$52,884</u>
<u>General Maintenance Worker</u>	<u>\$57,859</u>	<u>\$61,044</u>	<u>\$64,408</u>	<u>\$67,953</u>	<u>\$71,678</u>	<u>\$73,829</u>	<u>\$76,044</u>	<u>\$78,325</u>
<u>Legislative Assistant</u>	<u>\$62,611</u>	<u>\$66,072</u>	<u>\$69,692</u>	<u>\$73,533</u>	<u>\$77,502</u>	<u>\$79,633</u>	<u>\$81,823</u>	<u>\$84,073</u>
<u>Mail / Subscription Services Clerk</u>	<u>\$38,603</u>	<u>\$40,736</u>	<u>\$42,959</u>	<u>\$45,332</u>	<u>\$47,826</u>	<u>\$49,260</u>	<u>\$50,738</u>	<u>\$52,260</u>
<u>Mail / Subscription Services Supv.</u>	<u>\$47,735</u>	<u>\$50,349</u>	<u>\$53,143</u>	<u>\$56,057</u>	<u>\$59,121</u>	<u>\$60,894</u>	<u>\$62,721</u>	<u>\$64,603</u>
<u>Office Assistant</u>	<u>\$38,603</u>	<u>\$40,736</u>	<u>\$42,959</u>	<u>\$45,332</u>	<u>\$47,826</u>	<u>\$49,260</u>	<u>\$50,738</u>	<u>\$52,260</u>
<u>Offset Press Operator</u>	<u>\$46,083</u>	<u>\$48,637</u>	<u>\$51,310</u>	<u>\$54,134</u>	<u>\$57,108</u>	<u>\$58,822</u>	<u>\$60,586</u>	<u>\$62,404</u>
<u>Payroll Technician</u>	<u>\$45,753</u>	<u>\$48,246</u>	<u>\$50,920</u>	<u>\$53,714</u>	<u>\$56,658</u>	<u>\$58,357</u>	<u>\$60,108</u>	<u>\$61,911</u>
<u>Prin. Office Assistant</u>	<u>\$52,632</u>	<u>\$55,516</u>	<u>\$58,580</u>	<u>\$61,795</u>	<u>\$65,190</u>	<u>\$67,145</u>	<u>\$69,159</u>	<u>\$71,234</u>
<u>Print Shop Duplicator</u>	<u>\$40,165</u>	<u>\$42,358</u>	<u>\$44,701</u>	<u>\$47,135</u>	<u>\$49,748</u>	<u>\$51,240</u>	<u>\$52,777</u>	<u>\$54,361</u>
<u>Print Shop Supervisor</u>	<u>\$54,615</u>	<u>\$57,619</u>	<u>\$60,803</u>	<u>\$64,138</u>	<u>\$67,653</u>	<u>\$69,682</u>	<u>\$71,772</u>	<u>\$73,926</u>
<u>Purchasing Assistant</u>	<u>\$51,581</u>	<u>\$54,405</u>	<u>\$57,409</u>	<u>\$60,563</u>	<u>\$63,898</u>	<u>\$65,815</u>	<u>\$67,789</u>	<u>\$69,823</u>
<u>Purchasing Supervisor</u>	<u>\$66,541</u>	<u>\$70,206</u>	<u>\$74,052</u>	<u>\$78,137</u>	<u>\$82,433</u>	<u>\$84,906</u>	<u>\$87,453</u>	<u>\$90,077</u>

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE JANUARY 1, 2023

<u>Title</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 2nd Step</u>	<u>Approximate Annual 3rd Step</u>	<u>Approximate Annual 4th Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
<u>Sr. Deputy Clerk</u>	<u>\$54,765</u>	<u>\$57,769</u>	<u>\$60,954</u>	<u>\$64,318</u>	<u>\$67,833</u>	<u>\$69,868</u>	<u>\$71,964</u>	<u>\$74,123</u>
<u>Sr. Fiscal Assistant</u>	<u>\$44,641</u>	<u>\$47,105</u>	<u>\$49,688</u>	<u>\$52,422</u>	<u>\$55,306</u>	<u>\$56,965</u>	<u>\$58,674</u>	<u>\$60,434</u>
<u>Sr. Office Assistant</u>	<u>\$42,989</u>	<u>\$45,362</u>	<u>\$47,856</u>	<u>\$50,499</u>	<u>\$53,263</u>	<u>\$54,862</u>	<u>\$56,507</u>	<u>\$58,203</u>
<u>Staff Assistant</u>	<u>\$46,233</u>	<u>\$48,787</u>	<u>\$51,461</u>	<u>\$54,284</u>	<u>\$57,289</u>	<u>\$59,007</u>	<u>\$60,778</u>	<u>\$62,601</u>
<u>Stock Clerk</u>	<u>\$38,603</u>	<u>\$40,736</u>	<u>\$42,959</u>	<u>\$45,332</u>	<u>\$47,826</u>	<u>\$49,260</u>	<u>\$50,738</u>	<u>\$52,260</u>
<u>Supv. Office Assistant</u>	<u>\$47,735</u>	<u>\$50,349</u>	<u>\$53,143</u>	<u>\$56,057</u>	<u>\$59,121</u>	<u>\$60,894</u>	<u>\$62,721</u>	<u>\$64,603</u>
<u>Technical Writer</u>	<u>\$59,001</u>	<u>\$62,245</u>	<u>\$65,670</u>	<u>\$69,275</u>	<u>\$73,090</u>	<u>\$75,280</u>	<u>\$77,539</u>	<u>\$79,864</u>

Attachment B

Amendments to South Coast AQMD Administrative Code

Section 117 - Deferred Compensation

Represented employees should consult Article 19, "Deferred Compensation," of their MOU.

South Coast AQMD shall provide all regular full-time employees, employees exempted for a medical condition from the 4/10 schedule who are regularly scheduled to work a minimum of four 8-hour days per week, and Board Member Assistants and Board Member Consultants who are contract South Coast AQMD employees with the opportunity to voluntarily participate in South Coast AQMD-sponsored Section 457 deferred compensation plan. Effective January 1, 2003, for all management and confidential employees choosing to participate, South Coast AQMD shall make a contribution equal to 50% of the total regular, non-catch-up contribution, up to the 2012 maximum total contribution rate established by the Internal Revenue Service. Effective Pay Period 1 of 2023, for all management and confidential employees choosing to participate, South Coast AQMD shall make a contribution equal to 50% of the total regular, non-catch-up contribution, up to \$8,800 per calendar year. The maximum annual total contribution made to the plan for each employee shall be as stipulated by law.

Section 119 - Other Management Benefits

Section 119.1 - ~~Physical Examinations~~ Health and Wellness Reimbursement

South Coast AQMD shall contribute a maximum reimbursement amount of \$300 per calendar year toward the cost of any item, program, or benefit that contributes to personal health and wellbeing for any management employee requesting this benefit. ~~If the employee does not use this benefit each year, the contribution will be allowed to carry over at the rate of \$300 per year for up to three years, permitting a contribution toward the cost of a physical examination of up to a maximum of \$600 biennially or \$900 triennially.~~ This contribution shall be made in accordance with the rules established by the Executive Officer or his designee.

Attachment C

Amendments to South Coast AQMD Salary Resolution

CHAPTER I – General Provisions

Article 7. Work Hours, Work Week, and Holidays

Section 28. HOLIDAYS

a. Definition. South Coast AQMD-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)
- (10) June 19 (Juneteenth)

On each September 1, South Coast AQMD 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, South Coast AQMD 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.

Article 10. LEAVE OF ABSENCE

Section 45. OTHER LEAVES OF ABSENCE

- b. Bereavement Leave. Apart from full-pay sick leave provisions, any employee employed in a full-time permanent position who is compelled to be absent from duty because of the death of his or her father, mother, stepfather, stepmother, stepsiblings, mother-in-law, father-in-law, sister, brother, spouse, children or stepchildren, grandmother, grandfather, grandchildren, or domestic partner (subject to South Coast AQMD domestic partner

certification requirements) shall ~~be allowed the time necessary to be absent from work at regular pay for not more than three (3) working days for each occurrence in any fiscal year,~~ for each occurrence, be allowed the time necessary to be absent from work at regular pay for three working days; or for four consecutive working days if out-of-town travel is required. South Coast AQMD may require reasonable proof, satisfactory to South Coast AQMD, of such absence upon return and before payment is made, that the absence was due to such cause.

CHAPTER II

Article I. TABLE OF CLASSES

Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES

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

<u>Classification</u>		
Accountant	\$64,404	\$79,697
Administrative Assistant	\$80,835	\$100,138
Administrative Secretary	\$54,558	\$67,546
Administrative Secretary/Legal	\$59,018	\$73,054
Affirmative Action Officer	\$86,701	\$105,405
Assistant Database Administrator	\$75,276	\$93,265
Atmospheric Measurements Manager	\$115,401	\$140,331
Building Maintenance Manager	\$86,701	\$105,405
Business Services Manager	\$86,701	\$105,405
Clean Fuels Officer	\$104,926	\$127,552
Clerk of the Boards	\$86,701	\$105,405
Community Relations Manager	\$86,701	\$105,405
Controller	\$115,401	\$140,331
Database Administrator	\$97,953	\$121,296
Deputy District Counsel I	\$77,723	\$96,338
Deputy District Counsel II	\$104,926	\$127,552
Executive Secretary	\$65,871	\$81,732
Financial Analyst	\$80,835	\$100,138
Financial Services Manager	\$115,401	\$140,331

<u>Classification</u>		
Graphic Arts Manager	\$86,701	\$105,405
Human Resources Analyst	\$80,835	\$100,138
Human Resources Manager	\$115,401	\$140,331
Human Resources Technician	\$52,822	\$65,392
Information Technology Manager	\$115,401	\$140,331
Investigations Manager	\$86,701	\$105,405
Legal Secretary	\$54,558	\$67,546
Legislative Analyst	\$68,624	\$85,025
Legislative Assistant	\$59,018	\$73,054
Planning & Rules Manager	\$115,401	\$140,331
Principal Deputy District Counsel	\$124,418	\$151,297
Procurement Manager	\$115,401	\$140,331
Public Affairs Manager	\$95,409	\$115,999
Quality Assurance Manager	\$104,926	\$127,552
Risk Manager	\$95,409	\$115,999
Secretary (Confidential)	\$44,472	\$55,097
Senior Accountant	\$70,989	\$87,748
Senior Administrative Secretary	\$59,018	\$73,054
Senior AQ Engineering Manager	\$115,401	\$140,331
Senior Deputy District Counsel	\$118,862	\$144,541
Senior Enforcement Manager	\$115,401	\$140,331
Senior Public Affairs Manager	\$115,401	\$140,331
Senior Public Information Specialist	\$72,634	\$89,932
Source Testing Manager	\$104,926	\$127,552
Supervising Payroll Technician	\$54,139	\$66,948
Systems Analyst	\$88,257	\$109,266

<u>Classification</u>		
Systems & Programming Supervisor	\$97,953	\$121,296
Technology Implementation Manager	\$115,401	\$140,331
Telecommunications Analyst	\$79,937	\$99,001
Telecommunications Supervisor	\$89,574	\$108,907
Workers Comp. & Safety Analyst	\$64,404	\$79,697

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

Classification	Step 1	Step 5	Step 6
Accountant	\$64,404	\$79,697	\$81,889
Administrative Assistant	\$80,835	\$100,138	\$102,892
Administrative Secretary	\$54,558	\$67,546	\$69,405
Administrative Secretary/Legal	\$59,018	\$73,054	\$75,062
Affirmative Action Officer	\$86,701	\$105,405	\$108,304
Assistant Database Administrator	\$75,276	\$93,265	\$95,831
Atmospheric Measurements Manager	\$115,401	\$140,331	\$144,190
Building Maintenance Manager	\$86,701	\$105,405	\$108,304
Business Services Manager	\$86,701	\$105,405	\$108,304
Clean Fuels Officer	\$104,926	\$127,552	\$131,060
Clerk of the Boards	\$86,701	\$105,405	\$108,304
Community Relations Manager	\$86,701	\$105,405	\$108,304
Controller	\$115,401	\$140,331	\$144,190
Database Administrator	\$97,953	\$121,296	\$124,633
Deputy District Counsel I	\$77,723	\$96,338	\$98,986
Deputy District Counsel II	\$104,926	\$127,552	\$131,060
Executive Secretary	\$65,871	\$81,732	\$83,980
Financial Analyst	\$80,835	\$100,138	\$102,892
Financial Services Manager	\$115,401	\$140,331	\$144,190
Graphic Arts Manager	\$86,701	\$105,405	\$108,304
Human Resources Analyst	\$80,835	\$100,138	\$102,892
Human Resources Manager	\$115,401	\$140,331	\$144,190
Human Resources Technician	\$52,822	\$65,392	\$67,190
Information Technology Manager	\$115,401	\$140,331	\$144,190

Classification	Step 1	Step 5	Step 6
Investigations Manager	\$86,701	\$105,405	\$108,304
Legal Secretary	\$54,558	\$67,546	\$69,405
Legislative Analyst	\$68,624	\$85,025	\$87,362
Legislative Assistant	\$59,018	\$73,054	\$75,062
Planning & Rules Manager	\$115,401	\$140,331	\$144,190
Principal Deputy District Counsel	\$124,418	\$151,297	\$155,457
Procurement Manager	\$115,401	\$140,331	\$144,190
Public Affairs Manager	\$95,409	\$115,999	\$119,190
Quality Assurance Manager	\$104,926	\$127,552	\$131,060
Risk Manager	\$95,409	\$115,999	\$119,190
Secretary (Confidential)	\$44,472	\$55,097	\$56,612
Senior Accountant	\$70,989	\$87,748	\$90,161
Senior Administrative Secretary	\$59,018	\$73,054	\$75,062
Senior AQ Engineering Manager	\$115,401	\$140,331	\$144,190
Senior Deputy District Counsel	\$118,862	\$144,541	\$148,516
Senior Enforcement Manager	\$115,401	\$140,331	\$144,190
Senior Public Affairs Manager	\$115,401	\$140,331	\$144,190
Senior Public Information Specialist	\$72,634	\$89,932	\$92,406
Source Testing Manager	\$104,926	\$127,552	\$131,060
Supervising Payroll Technician	\$54,139	\$66,948	\$68,789
Systems Analyst	\$88,257	\$109,266	\$112,271
Systems & Programming Supervisor	\$97,953	\$121,296	\$124,633
Technology Implementation Manager	\$115,401	\$140,331	\$144,190
Workers Comp. & Safety Analyst	\$64,404	\$79,697	\$81,889

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

Classification	Step 1	Step 5	Step 6	Step 7
Accountant	\$64,404	\$79,697	\$81,889	\$84,141
Administrative Assistant	\$80,835	\$100,138	\$102,892	\$105,721
Administrative Secretary	\$54,558	\$67,546	\$69,405	\$71,313
Administrative Secretary/Legal	\$59,018	\$73,054	\$75,062	\$77,126
Affirmative Action Officer	\$86,701	\$105,405	\$108,304	\$111,282
Assistant Database Administrator	\$75,276	\$93,265	\$95,831	\$98,466
Atmospheric Measurements Manager	\$115,401	\$140,331	\$144,190	\$148,155
Building Maintenance Manager	\$86,701	\$105,405	\$108,304	\$111,282
Business Services Manager	\$86,701	\$105,405	\$108,304	\$111,282
Clean Fuels Officer	\$104,926	\$127,552	\$131,060	\$134,664
Clerk of the Boards	\$86,701	\$105,405	\$108,304	\$111,282
Community Relations Manager	\$86,701	\$105,405	\$108,304	\$111,282
Controller	\$115,401	\$140,331	\$144,190	\$148,155
Database Administrator	\$97,953	\$121,296	\$124,633	\$128,060
Deputy District Counsel I	\$77,723	\$96,338	\$98,986	\$101,708
Deputy District Counsel II	\$104,926	\$127,552	\$131,060	\$134,664
Executive Secretary	\$65,871	\$81,732	\$83,980	\$86,289
Financial Analyst	\$80,835	\$100,138	\$102,892	\$105,721
Financial Services Manager	\$115,401	\$140,331	\$144,190	\$148,155
Graphic Arts Manager	\$86,701	\$105,405	\$108,304	\$111,282
Human Resources Analyst	\$80,835	\$100,138	\$102,892	\$105,721
Human Resources Manager	\$115,401	\$140,331	\$144,190	\$148,155
Human Resources Technician	\$52,822	\$65,392	\$67,190	\$69,038
Information Technology Manager	\$115,401	\$140,331	\$144,190	\$148,155

Classification	Step 1	Step 5	Step 6	Step 7
Investigations Manager	\$86,701	\$105,405	\$108,304	\$111,282
Legal Secretary	\$54,558	\$67,546	\$69,405	\$71,313
Legislative Analyst	\$68,624	\$85,025	\$87,362	\$89,765
Legislative Assistant	\$59,018	\$73,054	\$75,062	\$77,126
Monitoring Operations Manager	\$95,409	\$115,999	\$119,190	\$122,468
Payroll Supervisor	\$80,835	\$100,138	\$102,892	\$105,721
Planning & Rules Manager	\$115,401	\$140,331	\$144,190	\$148,155
Principal Deputy District Counsel	\$124,418	\$151,297	\$155,457	\$159,732
Procurement Manager	\$115,401	\$140,331	\$144,190	\$148,155
Public Affairs Manager	\$95,409	\$115,999	\$119,190	\$122,468
Quality Assurance Manager	\$104,926	\$127,552	\$131,060	\$134,664
Secretary (Confidential)	\$44,472	\$55,097	\$56,612	\$58,169
Senior Accountant	\$70,989	\$87,748	\$90,161	\$92,640
Senior Administrative Secretary	\$59,018	\$73,054	\$75,062	\$77,126
Senior AQ Engineering Manager	\$115,401	\$140,331	\$144,190	\$148,155
Senior Deputy District Counsel	\$118,862	\$144,541	\$148,516	\$152,600
Senior Enforcement Manager	\$115,401	\$140,331	\$144,190	\$148,155
Senior Public Affairs Manager	\$115,401	\$140,331	\$144,190	\$148,155
Senior Public Information Specialist	\$72,634	\$89,932	\$92,406	\$94,947
Source Testing Manager	\$104,926	\$127,552	\$131,060	\$134,664
Systems Analyst	\$88,257	\$109,266	\$112,271	\$115,358
Systems & Programming Supervisor	\$97,953	\$121,296	\$124,633	\$128,060
Technology Implementation Manager	\$115,401	\$140,331	\$144,190	\$148,155
Workers Comp. & Safety Analyst	\$64,404	\$79,697	\$81,889	\$84,141

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

Classification	Step 1	Step 5	Step 6	Step 7	Step 8
Accountant	\$64,404	\$79,697	\$81,889	\$84,141	\$86,454
Administrative Assistant	\$80,835	\$100,138	\$102,892	\$105,721	\$108,629
Administrative Secretary	\$54,558	\$67,546	\$69,405	\$71,313	\$73,274
Administrative Secretary/Legal	\$59,018	\$73,054	\$75,062	\$77,126	\$79,247
Affirmative Action Officer	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Assistant Database Administrator	\$75,276	\$93,265	\$95,831	\$98,466	\$101,174
Atmospheric Measurements Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Building Maintenance Manager	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Business Services Manager	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Clean Fuels Officer	\$104,926	\$127,552	\$131,060	\$134,664	\$138,367
Clerk of the Boards	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Community Relations Manager	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Controller	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Database Administrator	\$97,953	\$121,296	\$124,633	\$128,060	\$131,582
Deputy District Counsel I	\$77,723	\$96,338	\$98,986	\$101,708	\$104,505
Deputy District Counsel II	\$104,926	\$127,552	\$131,060	\$134,664	\$138,367
Executive Secretary	\$65,871	\$81,732	\$83,980	\$86,289	\$88,662
Financial Analyst	\$80,835	\$100,138	\$102,892	\$105,721	\$108,629
Financial Services Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Graphic Arts Manager	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Human Resources Analyst	\$80,835	\$100,138	\$102,892	\$105,721	\$108,629
Human Resources Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Human Resources Technician	\$52,822	\$65,392	\$67,190	\$69,038	\$70,937
Information Technology Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230

Classification	Step-1	Step-5	Step-6	Step-7	Step-8
Investigations Manager	\$86,701	\$105,405	\$108,304	\$111,282	\$114,342
Legal Secretary	\$54,558	\$67,546	\$69,405	\$71,313	\$73,274
Legislative Analyst	\$68,624	\$85,025	\$87,362	\$89,765	\$92,233
Legislative Assistant	\$59,018	\$73,054	\$75,062	\$77,126	\$79,247
Monitoring Operations Manager	\$95,409	\$115,999	\$119,190	\$122,468	\$125,836
Planning & Rules Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Payroll Supervisor	\$80,835	\$100,138	\$102,892	\$105,721	\$108,629
Principal Deputy District Counsel	\$124,418	\$151,297	\$155,457	\$159,732	\$164,124
Procurement Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Public Affairs Manager	\$95,409	\$115,999	\$119,190	\$122,468	\$125,836
Quality Assurance Manager	\$104,926	\$127,552	\$131,060	\$134,664	\$138,367
Secretary (Confidential)	\$44,472	\$55,097	\$56,612	\$58,169	\$59,769
Senior Accountant	\$70,989	\$87,748	\$90,161	\$92,640	\$95,188
Senior Administrative Secretary	\$59,018	\$73,054	\$75,062	\$77,126	\$79,247
Senior AQ Engineering Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Senior Deputy District Counsel	\$118,862	\$144,541	\$148,516	\$152,600	\$156,797
Senior Enforcement Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Senior Public Affairs Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Senior Public Information Specialist	\$72,634	\$89,932	\$92,406	\$94,947	\$97,558
Source Testing Manager	\$104,926	\$127,552	\$131,060	\$134,664	\$138,367
Systems Analyst	\$88,257	\$109,266	\$112,271	\$115,358	\$118,531
Systems & Programming Supervisor	\$97,953	\$121,296	\$124,633	\$128,060	\$131,582
Technology Implementation Manager	\$115,401	\$140,331	\$144,190	\$148,155	\$152,230
Workers Comp. & Safety Analyst	\$64,404	\$79,697	\$81,889	\$84,141	\$86,454

Effective the start of the pay period encompassing January 1, 2022.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	<u>\$66,336</u>	<u>\$69,974</u>	<u>\$73,827</u>	<u>\$77,896</u>	<u>\$82,088</u>	<u>\$84,345</u>	<u>\$86,665</u>	<u>\$89,048</u>
<u>Administrative Analyst</u>	<u>\$83,260</u>	<u>\$87,853</u>	<u>\$92,692</u>	<u>\$97,778</u>	<u>\$103,142</u>	<u>\$105,979</u>	<u>\$108,893</u>	<u>\$111,888</u>
<u>Administrative Assistant - HR</u>	<u>\$45,807</u>	<u>\$48,334</u>	<u>\$50,985</u>	<u>\$53,790</u>	<u>\$56,750</u>	<u>\$58,310</u>	<u>\$59,914</u>	<u>\$61,562</u>
<u>Administrative Secretary/Legal</u>	<u>\$60,788</u>	<u>\$64,148</u>	<u>\$67,662</u>	<u>\$71,392</u>	<u>\$75,245</u>	<u>\$77,314</u>	<u>\$79,440</u>	<u>\$81,625</u>
<u>Affirmative Action Officer</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Assistant Database Administrator</u>	<u>\$77,535</u>	<u>\$81,808</u>	<u>\$86,296</u>	<u>\$91,057</u>	<u>\$96,064</u>	<u>\$98,706</u>	<u>\$101,420</u>	<u>\$104,209</u>
<u>Atmospheric Measurements Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Building Maintenance Manager</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Business Services Manager</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Clean Fuels Officer</u>	<u>\$108,074</u>	<u>\$113,469</u>	<u>\$119,141</u>	<u>\$125,090</u>	<u>\$131,378</u>	<u>\$134,991</u>	<u>\$138,704</u>	<u>\$142,518</u>
<u>Clerk of the Boards</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Community Relations Manager</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Controller</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Database Administrator</u>	<u>\$100,892</u>	<u>\$106,440</u>	<u>\$112,297</u>	<u>\$118,462</u>	<u>\$124,936</u>	<u>\$128,372</u>	<u>\$131,902</u>	<u>\$135,529</u>
<u>Deputy District Counsel I</u>	<u>\$80,054</u>	<u>\$84,462</u>	<u>\$89,117</u>	<u>\$94,018</u>	<u>\$99,227</u>	<u>\$101,956</u>	<u>\$104,760</u>	<u>\$107,641</u>
<u>Deputy District Counsel II</u>	<u>\$108,074</u>	<u>\$113,469</u>	<u>\$119,141</u>	<u>\$125,090</u>	<u>\$131,378</u>	<u>\$134,991</u>	<u>\$138,704</u>	<u>\$142,518</u>
<u>Executive Assistant</u>	<u>\$67,847</u>	<u>\$71,577</u>	<u>\$75,522</u>	<u>\$79,684</u>	<u>\$84,184</u>	<u>\$86,499</u>	<u>\$88,878</u>	<u>\$91,322</u>
<u>Financial Analyst</u>	<u>\$83,260</u>	<u>\$87,853</u>	<u>\$92,692</u>	<u>\$97,778</u>	<u>\$103,142</u>	<u>\$105,979</u>	<u>\$108,893</u>	<u>\$111,888</u>
<u>Financial Services Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Graphic Arts Manager</u>	<u>\$89,301</u>	<u>\$93,771</u>	<u>\$98,457</u>	<u>\$103,389</u>	<u>\$108,567</u>	<u>\$111,553</u>	<u>\$114,620</u>	<u>\$117,772</u>
<u>Human Resources Analyst</u>	<u>\$83,260</u>	<u>\$87,853</u>	<u>\$92,692</u>	<u>\$97,778</u>	<u>\$103,142</u>	<u>\$105,979</u>	<u>\$108,893</u>	<u>\$111,888</u>
<u>Human Resources Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Human Resources Technician</u>	<u>\$54,407</u>	<u>\$57,397</u>	<u>\$60,572</u>	<u>\$63,901</u>	<u>\$67,354</u>	<u>\$69,206</u>	<u>\$71,109</u>	<u>\$73,065</u>
<u>Information Technology Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Legal Secretary</u>	<u>\$56,195</u>	<u>\$59,277</u>	<u>\$62,545</u>	<u>\$65,966</u>	<u>\$69,573</u>	<u>\$71,487</u>	<u>\$73,453</u>	<u>\$75,473</u>

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Legislative Analyst</u>	<u>\$70,683</u>	<u>\$74,567</u>	<u>\$78,667</u>	<u>\$82,982</u>	<u>\$87,575</u>	<u>\$89,983</u>	<u>\$92,458</u>	<u>\$95,000</u>
<u>Monitoring Operations Manager</u>	<u>\$98,272</u>	<u>\$103,173</u>	<u>\$108,321</u>	<u>\$113,746</u>	<u>\$119,480</u>	<u>\$122,766</u>	<u>\$126,142</u>	<u>\$129,611</u>
<u>Planning & Rules Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Payroll Supervisor</u>	<u>\$83,260</u>	<u>\$87,853</u>	<u>\$92,692</u>	<u>\$97,778</u>	<u>\$103,142</u>	<u>\$105,979</u>	<u>\$108,893</u>	<u>\$111,888</u>
<u>Principal Deputy District Counsel</u>	<u>\$128,151</u>	<u>\$134,565</u>	<u>\$141,279</u>	<u>\$148,357</u>	<u>\$155,835</u>	<u>\$160,120</u>	<u>\$164,524</u>	<u>\$169,048</u>
<u>Procurement Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Public Affairs Manager</u>	<u>\$98,272</u>	<u>\$103,173</u>	<u>\$108,321</u>	<u>\$113,746</u>	<u>\$119,480</u>	<u>\$122,766</u>	<u>\$126,142</u>	<u>\$129,611</u>
<u>Quality Assurance Manager</u>	<u>\$108,074</u>	<u>\$113,469</u>	<u>\$119,141</u>	<u>\$125,090</u>	<u>\$131,378</u>	<u>\$134,991</u>	<u>\$138,704</u>	<u>\$142,518</u>
<u>Senior Accountant</u>	<u>\$73,118</u>	<u>\$77,156</u>	<u>\$81,379</u>	<u>\$85,880</u>	<u>\$90,380</u>	<u>\$92,866</u>	<u>\$95,420</u>	<u>\$98,044</u>
<u>Senior Administrative Assistant</u>	<u>\$60,788</u>	<u>\$64,148</u>	<u>\$67,662</u>	<u>\$71,392</u>	<u>\$75,245</u>	<u>\$77,314</u>	<u>\$79,440</u>	<u>\$81,625</u>
<u>Senior AQ Engineering Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Senior Deputy District Counsel</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,971</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,501</u>
<u>Senior Enforcement Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Senior Public Affairs Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Source Testing Manager</u>	<u>\$108,074</u>	<u>\$113,469</u>	<u>\$119,141</u>	<u>\$125,090</u>	<u>\$131,378</u>	<u>\$134,991</u>	<u>\$138,704</u>	<u>\$142,518</u>
<u>Systems Analyst</u>	<u>\$90,904</u>	<u>\$95,898</u>	<u>\$101,169</u>	<u>\$106,749</u>	<u>\$112,544</u>	<u>\$115,639</u>	<u>\$118,819</u>	<u>\$122,087</u>
<u>Systems & Programming Supervisor</u>	<u>\$100,892</u>	<u>\$106,440</u>	<u>\$112,297</u>	<u>\$118,462</u>	<u>\$124,936</u>	<u>\$128,372</u>	<u>\$131,902</u>	<u>\$135,529</u>
<u>Technology Implementation Manager</u>	<u>\$118,863</u>	<u>\$124,812</u>	<u>\$131,039</u>	<u>\$137,605</u>	<u>\$144,541</u>	<u>\$148,516</u>	<u>\$152,600</u>	<u>\$156,796</u>
<u>Workers Comp. & Safety Analyst</u>	<u>\$66,336</u>	<u>\$69,974</u>	<u>\$73,827</u>	<u>\$77,896</u>	<u>\$82,088</u>	<u>\$84,345</u>	<u>\$86,665</u>	<u>\$89,048</u>

Effective the start of the pay period encompassing January 1, 2023.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	<u>\$68,326</u>	<u>\$72,073</u>	<u>\$76,042</u>	<u>\$80,233</u>	<u>\$84,551</u>	<u>\$86,876</u>	<u>\$89,265</u>	<u>\$91,719</u>
<u>Administrative Analyst</u>	<u>\$85,757</u>	<u>\$90,488</u>	<u>\$95,473</u>	<u>\$100,712</u>	<u>\$106,236</u>	<u>\$109,158</u>	<u>\$112,160</u>	<u>\$115,244</u>
<u>Administrative Assistant - HR</u>	<u>\$47,181</u>	<u>\$49,784</u>	<u>\$52,515</u>	<u>\$55,404</u>	<u>\$58,452</u>	<u>\$60,060</u>	<u>\$61,712</u>	<u>\$63,409</u>
<u>Administrative Secretary/Legal</u>	<u>\$62,611</u>	<u>\$66,072</u>	<u>\$69,692</u>	<u>\$73,533</u>	<u>\$77,502</u>	<u>\$79,633</u>	<u>\$81,823</u>	<u>\$84,073</u>
<u>Affirmative Action Officer</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Assistant Database Administrator</u>	<u>\$79,861</u>	<u>\$84,263</u>	<u>\$88,884</u>	<u>\$93,789</u>	<u>\$98,946</u>	<u>\$101,667</u>	<u>\$104,463</u>	<u>\$107,336</u>
<u>Atmospheric Measurements Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Building Maintenance Manager</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Business Services Manager</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Clean Fuels Officer</u>	<u>\$111,316</u>	<u>\$116,873</u>	<u>\$122,715</u>	<u>\$128,842</u>	<u>\$135,320</u>	<u>\$139,041</u>	<u>\$142,865</u>	<u>\$146,794</u>
<u>Clerk of the Boards</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Community Relations Manager</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Controller</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Database Administrator</u>	<u>\$103,919</u>	<u>\$109,634</u>	<u>\$115,666</u>	<u>\$122,016</u>	<u>\$128,684</u>	<u>\$132,223</u>	<u>\$135,859</u>	<u>\$139,595</u>
<u>Deputy District Counsel I</u>	<u>\$82,455</u>	<u>\$86,996</u>	<u>\$91,790</u>	<u>\$96,838</u>	<u>\$102,204</u>	<u>\$105,015</u>	<u>\$107,902</u>	<u>\$110,870</u>
<u>Deputy District Counsel II</u>	<u>\$111,316</u>	<u>\$116,873</u>	<u>\$122,715</u>	<u>\$128,842</u>	<u>\$135,320</u>	<u>\$139,041</u>	<u>\$142,865</u>	<u>\$146,794</u>
<u>Executive Assistant</u>	<u>\$69,882</u>	<u>\$73,724</u>	<u>\$77,788</u>	<u>\$82,074</u>	<u>\$86,710</u>	<u>\$89,094</u>	<u>\$91,544</u>	<u>\$94,062</u>
<u>Financial Analyst</u>	<u>\$85,757</u>	<u>\$90,488</u>	<u>\$95,473</u>	<u>\$100,712</u>	<u>\$106,236</u>	<u>\$109,158</u>	<u>\$112,160</u>	<u>\$115,244</u>
<u>Financial Services Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Graphic Arts Manager</u>	<u>\$91,980</u>	<u>\$96,584</u>	<u>\$101,410</u>	<u>\$106,490</u>	<u>\$111,824</u>	<u>\$114,899</u>	<u>\$118,059</u>	<u>\$121,306</u>
<u>Human Resources Analyst</u>	<u>\$85,757</u>	<u>\$90,488</u>	<u>\$95,473</u>	<u>\$100,712</u>	<u>\$106,236</u>	<u>\$109,158</u>	<u>\$112,160</u>	<u>\$115,244</u>
<u>Human Resources Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Human Resources Technician</u>	<u>\$56,039</u>	<u>\$59,119</u>	<u>\$62,389</u>	<u>\$65,818</u>	<u>\$69,374</u>	<u>\$71,282</u>	<u>\$73,243</u>	<u>\$75,256</u>
<u>Information Technology Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Legal Secretary</u>	<u>\$57,881</u>	<u>\$61,056</u>	<u>\$64,421</u>	<u>\$67,946</u>	<u>\$71,660</u>	<u>\$73,631</u>	<u>\$75,656</u>	<u>\$77,737</u>

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Legislative Analyst</u>	<u>\$72,803</u>	<u>\$76,804</u>	<u>\$81,027</u>	<u>\$85,472</u>	<u>\$90,203</u>	<u>\$92,682</u>	<u>\$95,231</u>	<u>\$97,850</u>
<u>Monitoring Operations Manager</u>	<u>\$101,220</u>	<u>\$106,268</u>	<u>\$111,570</u>	<u>\$117,158</u>	<u>\$123,064</u>	<u>\$126,449</u>	<u>\$129,926</u>	<u>\$133,499</u>
<u>Planning & Rules Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Payroll Supervisor</u>	<u>\$85,757</u>	<u>\$90,488</u>	<u>\$95,473</u>	<u>\$100,712</u>	<u>\$106,236</u>	<u>\$109,158</u>	<u>\$112,160</u>	<u>\$115,244</u>
<u>Principal Deputy District Counsel</u>	<u>\$131,996</u>	<u>\$138,602</u>	<u>\$145,518</u>	<u>\$152,807</u>	<u>\$160,510</u>	<u>\$164,924</u>	<u>\$169,459</u>	<u>\$174,119</u>
<u>Procurement Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Public Affairs Manager</u>	<u>\$101,220</u>	<u>\$106,268</u>	<u>\$111,570</u>	<u>\$117,158</u>	<u>\$123,064</u>	<u>\$126,449</u>	<u>\$129,926</u>	<u>\$133,499</u>
<u>Quality Assurance Manager</u>	<u>\$111,316</u>	<u>\$116,873</u>	<u>\$122,715</u>	<u>\$128,842</u>	<u>\$135,320</u>	<u>\$139,041</u>	<u>\$142,865</u>	<u>\$146,794</u>
<u>Senior Accountant</u>	<u>\$75,312</u>	<u>\$79,471</u>	<u>\$83,821</u>	<u>\$88,456</u>	<u>\$93,092</u>	<u>\$95,652</u>	<u>\$98,282</u>	<u>\$100,985</u>
<u>Senior Administrative Assistant</u>	<u>\$62,611</u>	<u>\$66,072</u>	<u>\$69,692</u>	<u>\$73,533</u>	<u>\$77,502</u>	<u>\$79,633</u>	<u>\$81,823</u>	<u>\$84,073</u>
<u>Senior AQ Engineering Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Senior Deputy District Counsel</u>	<u>\$126,102</u>	<u>\$132,414</u>	<u>\$139,020</u>	<u>\$145,985</u>	<u>\$153,343</u>	<u>\$157,561</u>	<u>\$161,893</u>	<u>\$166,345</u>
<u>Senior Enforcement Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Senior Public Affairs Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Source Testing Manager</u>	<u>\$111,316</u>	<u>\$116,873</u>	<u>\$122,715</u>	<u>\$128,842</u>	<u>\$135,320</u>	<u>\$139,041</u>	<u>\$142,865</u>	<u>\$146,794</u>
<u>Systems Analyst</u>	<u>\$93,631</u>	<u>\$98,775</u>	<u>\$104,204</u>	<u>\$109,951</u>	<u>\$115,920</u>	<u>\$119,108</u>	<u>\$122,384</u>	<u>\$125,749</u>
<u>Systems & Programming Supervisor</u>	<u>\$103,919</u>	<u>\$109,634</u>	<u>\$115,666</u>	<u>\$122,016</u>	<u>\$128,684</u>	<u>\$132,223</u>	<u>\$135,859</u>	<u>\$139,595</u>
<u>Technology Implementation Manager</u>	<u>\$122,429</u>	<u>\$128,557</u>	<u>\$134,970</u>	<u>\$141,733</u>	<u>\$148,877</u>	<u>\$152,971</u>	<u>\$157,178</u>	<u>\$161,500</u>
<u>Workers Comp. & Safety Analyst</u>	<u>\$68,326</u>	<u>\$72,073</u>	<u>\$76,042</u>	<u>\$80,233</u>	<u>\$84,551</u>	<u>\$86,876</u>	<u>\$89,265</u>	<u>\$91,719</u>

CHAPTER III
TERMS AND CONDITIONS OF
AT-WILL DESIGNATED DEPUTY APPOINTMENTS

Article 3

Benefits

Section 56. FRINGE BENEFITS

1. Other
- (7) ~~Physical Examinations~~ Health and Wellness Reimbursement Program. South Coast AQMD will contribute toward the cost of an annual physical examination any item, program, or benefit that contributes to personal health and wellbeing for Designated Deputies in accordance with prevailing South Coast AQMD policy for management employees.

Article 7

DESIGNATED DEPUTY ANNUAL SALARIES

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

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

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

Assistant Chief Deputy Counsel, Major Prosecutions	\$167,304
Assistant Deputy Executive Officer, including Chief Information Officer	\$164,784
Chief Deputy Counsel	\$188,844
Deputy Executive Officer, including Chief Operating Officer and Chief Administrative Officer	\$176,371
Director of Strategic Initiatives	\$157,432
Director of Communications	\$157,432
Health Effects Officer	\$126,053 \$157,432
<hr/>	
(Steps 1 — 6)	
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	Vacant

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

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

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

Assistant Chief Deputy Counsel, Major Prosecutions	\$176,632
Assistant Deputy Executive Officer	\$173,972
Chief Deputy Counsel	\$199,373
Chief Operating Officer	\$199,373
Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity & Inclusion Officer	\$186,205
Director of Strategic Initiatives	\$166,209
Director of Communications	\$166,209
Director of Community Air Programs/Health Effects Officer	\$126,053
	(Steps 1 — 8)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	Vacant

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(Effective with the start of the pay period encompassing July 1, 2022)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$181,931</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$179,191</u>
<u>Chief Deputy Counsel</u>	<u>\$205,354</u>
<u>Chief Operating Officer</u>	<u>\$205,354</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity & Inclusion Officer</u>	<u>\$191,791</u>
<u>Director of Community Air Programs</u>	<u>\$171,195</u>
<u>Director of Communications</u>	<u>\$171,195</u>
<u>Director of Monitoring & Analysis</u>	<u>\$171,195</u>
<u>Health Effects Officer</u>	<u>\$129,834 - \$171,195</u>
	<u>(Steps 1 – 8)</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, 2023)

<u>Assistant Chief Deputy Counsel, Major Prosecutions</u>	<u>\$187,389</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$184,567</u>
<u>Chief Deputy Counsel</u>	<u>\$211,515</u>
<u>Chief Operating Officer</u>	<u>\$211,515</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity & Inclusion Officer</u>	<u>\$197,545</u>
<u>Director of Community Air Programs</u>	<u>\$176,331</u>
<u>Director of Communications</u>	<u>\$176,331</u>
<u>Director of Monitoring & Analysis</u>	<u>\$176,331</u>
<u>Health Effects Officer</u>	<u>\$133,729 - \$176,331</u>
	<u>(Steps 1 – 8)</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

Attachment D

Amendments to

Executive Agreement with Executive Officer

Section I. TERMS OF AGREEMENT

- B. Effective March 3, 2017, the Executive Officer received 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~~ South Coast AQMD 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~~ South Coast AQMD and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

Effective July 1, 2018, the Executive Officer shall receive an annual base salary increase of 2.75% (\$278,535). Effective July 1, 2019, the Executive Officer shall receive an annual base salary increase of 2.75% (\$286,195). Effective July 1, 2020, the Executive officer shall receive an annual base salary increase of 2.75% (\$294,065). Effective January 1, 2022, the Executive Officer shall receive an annual base salary increase of 3.0% (\$302,887). Effective January 1, 2023, the Executive Officer shall receive an annual base salary increase of 3.0% (\$311,974). The ~~District~~ South Coast AQMD Board will determine subsequent increases to the Executive Officer's base salary, at the time and in the manner it deems appropriate.

D.

10. Other.

- d) 401(a) Money Purchase Plan. The ~~District~~ South Coast AQMD created a 401(a) Money Purchase Plan, and the Executive Officer is eligible to participate in the Plan. Starting at the pay period ending January 1, 2017, the ~~District~~ South Coast AQMD contributed \$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~~ South Coast AQMD 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~~ South Coast AQMD 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. The ~~District's~~ South Coast AQMD's contribution amount will be equal to match the IRS 401(a) Money Purchase Section 457 Deferred Compensation Plan contribution limits.

- g) ~~Physical Examinations~~Health and Wellness Reimbursement Program. The District South Coast AQMD will contribute toward the cost of ~~an annual physical examination~~any item, program, or benefit that contributes to personal health and wellbeing for Executive Officer in accordance with the policy applicable to management employees.

Attachment E

Amendments to

Executive Agreement with General Counsel

Section 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~~ South Coast AQMD Board may consider increases to the General Counsel's base salary based on his annual performance evaluation and as part of the ~~District's~~ South Coast AQMD's annual budget process. Said annual salary shall be less federal and state truces which are also applicable to other employees of the ~~District~~ South Coast AQMD and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

Effective April 6, 2018, General Counsel shall receive a base salary of \$208,531. Effective July 1, 2018, General Counsel shall receive a base salary increase of 2.75% (\$214,265). Effective July 1, 2019, General Counsel shall receive a base salary increase of 2.75% (\$220,158). Effective July 1, 2020, General Counsel shall receive a base salary increase of 2.75% (\$226,212). Effective January 1, 2022, General Counsel shall receive a base salary increase of 3.0% (\$232,998). Effective January 1, 2023, General Counsel shall receive a base salary increase of 3.0% (\$239,988). The ~~District~~ South Coast AQMD Board will determine subsequent increases to the General Counsel's base salary, at the time and in the manner it deems appropriate.

D.

10. ~~Bereavement Leave. General Counsel is entitled to three working days per occasion during this Agreement, upon the death of his father, mother, stepfather, stepmother, father-in-law, mother-in-law, sister, brother, spouse, domestic partner (subject to SCAQMD domestic partner certification requirements), child or stepchild, grandmother, grandfather, grandchild.~~

Other Leave. Except as otherwise provided in this Agreement, General Counsel is entitled to the same leaves of absence as management employees.

11. Other.

- g. ~~Physical Examinations~~ Health and Wellness Reimbursement Program. The ~~District~~ South Coast AQMD will contribute toward the cost of ~~an annual physical examination~~ any item, program, or benefit that contributes to personal health and wellbeing for General Counsel in accordance with the policy applicable to management employees.