

RESOLUTION NO. 74-2020

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA REVISING JOB DESCRIPTIONS FOR THE FIELD SERVICES MANAGER, WASTEWATER TREATMENT PLANT MANAGER, LAB TECHNICIAN AND CREATION OF THE NEW CLASSIFICATION OF LABORATORY ANALYST

WHEREAS, the job description for the Field Services Manager, Wastewater Treatment Plant Manager and Laboratory Technician has been revised via job analysis and reviewed by staff; and

WHEREAS, the new classification of Laboratory Analyst has been created via job analysis and reviewed by staff; and

WHEREAS, staff has completed the necessary review to establish the new salary range for the position of Laboratory Analyst at \$6,088 - \$8,438 per month.

NOW, THEREFORE, be it resolved by the City Council of the City of Pacifica that the job descriptions, new classification, new title and salary listed above and attached are hereby revised and authorized.

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PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pacifica, California, held on December 14, 2020, by the following vote:

AYES, Councilmembers: Martin, Beckmeyer, Vaterlaus, Bier, O'Neill.

NOES, Councilmembers: n/a

ABSENT, Councilmembers: n/a

ABSTAIN, Councilmembers: n/a



Dendre Martin, Mayor

ATTEST:



Sarah Coffey, City Clerk

APPROVED AS TO FORM:



Michelle Marchetta Kenyon, City Attorney



FIELD SERVICES MANAGER

DEFINITION

Plan, organize and manage the activities and operations of the Public Works Maintenance Division. Coordinate assigned City wide programs and operations activities with other departments, divisions and outside agencies; perform related duties as assigned.

DISTINGUISHING CHARACTERISTICS

This is a full-time, management position that requires significant independence, initiative, and discretion within established guidelines. This position assists in the strategic planning, organization, and management across multiple operational units.

SUPERVISION RECEIVED AND EXERCISED

Receive administrative direction from the Director or designee. Exercise general and direct supervision over supervisory, professional, technical and administrative support staff through subordinate levels of supervision.

ESSENTIAL AND IMPORTANT DUTIES

Duties may include but are not limited to the following:

- Plan, organize and manage the division across multiple operational units.
- Develop and implement division goals, objectives, work plans, reports, policies and procedures.
- Interpret and apply applicable regulations, requirements and policies related to assigned area.
- Prepare budget for the areas of responsibility; assist in budget implementation; participate in forecast of additional funds needed for staffing, equipment, materials, and supplies.
- Manage and assign work activities, projects and programs; review and evaluate work products, methods and procedures; monitor work flow and conduct organizational and operational reviews and makes modifications, as needed.
- Plan, organize and schedule activities related to maintenance; establish work priorities involving maintenance, repair, and purchases/replacements; develop programs for routine and preventive maintenance of all assets.
- Research and prepare technical and administrative reports; prepare written correspondence.
- Receive, research and respond to the more difficult public relations problems.
- Respond to or coordinate interdepartmental responses to inquiries, concerns, suggestions and complaints in a timely and professional manner.
- Participate on a variety of committees and task forces; attend and participate in professional group meetings; serve as the primary staff liaison to the Beautification Advisory Commission.
- Attend meetings and present information to the City Council, various committees and commissions, and citizen organizations as needed.
- Provide for the selection, training, professional development, and work evaluation of subordinate staff, and makes recommendations on hiring, termination, promotion, and discipline, as required.



- Respond to or coordinates responses to inquiries, concerns, suggestions and complaints in a timely and professional manner.
- Provides high level and staff assistance to the Director of Public Works and City Engineer in planning, organizing, staffing, directing, reviewing and evaluating department activities and programs, as assigned.
- Manage the storage, disbursement and use of related supplies and materials.
- Manage consultant services for various technical and special services.
- Recommend and enforce safety measures and programs and ensure that assigned staff, consultants and contract employees conduct work in a safe manner in accordance with established procedures.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Perform related duties and responsibilities as required and other duties as assigned.
- Serves as a Disaster Service Worker, as required.

EMPLOYMENT STANDARDS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education and Training

A Bachelor's Degree from an accredited college or university in civil or structural engineering, construction management, public administration or closely related field is desirable.

Substitution: Additional years of related experience may substitute for education on a year-for-year basis.

Experience

Five (5) years of increasingly responsible experience in construction, maintenance, and repair of municipal public works facilities or services, including two at least two (2) years of supervisory experience.

License

Possession and maintenance of a valid California Driver's License and a safe driving record necessary to operate assigned vehicle(s). Commercial Driver License with endorsements highly desirable.

Advanced Knowledge of

- Applicable State, Federal and local laws, regulations, and policies as they relate to assigned area of responsibility.
- Principles and practices of public works operations in areas such as pavement and sidewalk construction and maintenance, parks maintenance, facility maintenance, and fleet maintenance.
- Safety regulations and practices pertaining to work performed.



- Effective supervisory and leadership techniques.
- Project and contract management practices in a public agency setting.
- Practices of researching issues, evaluating alternatives, and making sound recommendations.
- Principles and practices for developing, implementing, delivering, managing, and evaluating projects and programs.
- Principles and practices of budget development, administration, and accountability.
- Environmentally responsible and resource-efficient maintenance techniques.
- Conflict resolution skills.
- Professional level writing techniques, including proper grammar, spelling, vocabulary, and punctuation.

Skill/Ability to

- Organize, plan, administer and manage a City-wide program of parks, streets, facilities, and vehicle maintenance.
- Effectively work with partner departments to deliver internal services.
- Interpret, apply, explain, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations, technical written material, and City policies and procedures.
- Effectively represent the department and the City in legal proceedings and meetings with governmental agencies, community groups, businesses; professional, educational, and regulatory organizations; and in meetings with developers, contractors and the public.
- Establish, maintain, and foster positive and effective working relationships and networks with those contacted in the course of work.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Prepare and present clear, concise, and logical written and oral reports, correspondence, policies, procedures, legal descriptions, and other written materials.
- Engage constructively with differing or conflicting public opinion.
- Consider broad input and prioritize accordingly.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet deadlines.
- Manage and advance multiple priorities, including large and complex projects, concurrently, on-time, and within budget.
- Operate modern office equipment, including computer equipment and software programs relevant to the work performed and have good knowledge of facility maintenance software programs.
- Plan, organize, direct, and review the work of professional, sub-professional, and contract personnel.
- Effectively supervise, train, motivate and evaluate assigned personnel.
- Communicate effectively, both orally and in writing.
- Work independently and in a team setting.



- Consistently demonstrate professionalism, ethical integrity, and exceptional customer service.
- Celebrate the achievements and success of the organization.
- Direct and conduct work in a safe manner following industry best practices and the City's safety practices and procedures.
- Work evenings and weekends, and respond off-hours to various emergency situations.
- Serve as a Disaster Service Worker.

SPECIAL REQUIREMENTS

Essential duties require the following physical skills and work environment:

The individual in this classification will generally work 60% indoors and 40% outdoors. While indoors the individual must possess mobility to work in a standard office setting and use standard office equipment. While outdoors the individual will inspect City traffic sites, including traversing uneven terrain, climbing ladders, stairs; operating a motor vehicle; visiting various City and meeting sites; and working alongside field crews. The individual should have visual capability to read printed materials and a computer screen; and have hearing and speech abilities to communicate in person, before groups, and over the telephone. Standing for long periods of time and walking between work areas and to conduct inspections is required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator, operate standard office equipment, and handle and feel objects, tools, or controls. The individual in this classification occasionally bends, stoops, kneels, reaches, pushes, and pulls drawers, open and closed, to retrieve and file information. Must possess the ability to lift, carry, push, and pull materials and objects weighing up to 50 pounds.

While working outside, conditions may include exposure to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, construction equipment, and mechanical and/or electrical hazards.

Work schedule may include occasional irregular hours. The work schedule will include the need for irregular after hours work as part of the normal job duties, including 24x7 availability for response to emergencies.

Adopted Date: 09/2001

Status: Exempt

Bargaining Unit: Management, Teamsters Local 350

Revised Dates: 12/14/2020

Former Titles:

Abolished:

Resolutions:



WASTEWATER PLANT OPERATIONS MANAGER

DEFINITION

Plan, organize and manage the activities of the Wastewater Treatment Plant Operation, and coordinate assigned City wide programs and operations activities with other departments, divisions and outside agencies. Act as the Designated Chief Plant Operator as assigned; perform related duties as required.

DISTINGUISHING CHARACTERISTICS

This is a full-time, management position that requires significant independence, initiative, and discretion within established guidelines. This position assists in the strategic planning, organization, and management across multiple operational units.

SUPERVISION RECEIVED/EXERCISED

Receive administrative direction from the Director or designee. Exercise general and direct supervision over supervisory, professional, technical and administrative support staff through subordinate levels of supervision.

ESSENTIAL AND IMPORTANT DUTIES

Duties may include but are not limited to the following:

- Plan, organize and manage the operation, maintenance and repair of the City's wastewater treatment facility and equipment.
- Develop and implement division goals, objectives, work plans, reports, policies and procedures.
- Coordinate with City departments and State agencies to assure compliance with various regulations, industry standards, City policies, procedures and goals.
- Monitor operations to assure that operating procedures are followed.
- Manage regulatory agency reporting.
- Coordinate treatment plant response to emergency situations.
- Oversee the preventative maintenance program.
- Attend meetings with outside agencies and organizations to help develop solutions to problems or issues of mutual concern; participate in outside community groups and professional groups and committees; provide technical assistance, as needed.
- Research and prepare technical and administrative reports; prepare written correspondence.
- Recommend and enforce safety measures and programs and ensures that assigned staff, consultants and contract employees conduct work in a safe manner in accordance with established procedures.
- Plan, organize, administer, review and evaluate the work of supervisory, technical and operational and maintenance staff directly and through subordinate levels of supervision.
- Provide for the selection, training, professional development and work evaluation of department staff; authorizes discipline as required; provides policy and procedural guidance and interpretation to staff.
- Assist in developing and administering the annual operating budget for the division; recommend budget transfers, expenditures and purchases.

- Prepare requests for proposals for vendor, engineering, contractor and maintenance services; negotiate and administer contracts and authorized payments for services.
- Serve as the City's representative with all regulatory agencies, including the Regional Water Quality Control Board, the Air Quality Control Board and the State water Quality Control Board.
- Conduct operational studies and special projects; gather information, evaluate alternatives, prepare and present reports and recommendations.
- Investigate and resolve requests for services and complaints regarding wastewater operational functions.
- Control the requisition of supplies, materials and equipment.
- Serve as a Disaster Service Worker, as required.
- Perform related duties and responsibilities as required and other duties as assigned.

EMPLOYMENT STANDARDS

Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to qualify is:

Education and Training

Equivalent to a Bachelor's Degree from an accredited college or university with major course work in in Environmental Science, Civil Engineering, or related field.

Substitution: Additional years of related experience may substitute for education on a year-for-year basis. (Example: additional two years of related experience with an Associate's Degree may be equivalent to a Bachelor's Degree).

Experience

Five (5) years of experience in the maintenance/operation of a wastewater treatment plant, with two (2) years of supervisory experience.

Certification

- Possession and maintenance of a Grade IV or higher Wastewater Treatment Plant Operators Certificate issued by the California State Water Resources Control Board.

Substitution: Grade III certification and proof of eligibility of Grade IV certification exam qualification may be considered. Grade IV Wastewater Treatment Plant Operator Certificate will be required within one year of appointment.

License

Possession and maintenance of a California Class C driver's license and have a satisfactory driving record.

Advanced Knowledge of

- Applicable State, Federal and local laws, regulations, and policies as they relate to assigned area of responsibility.
- Methods, practices, standards and specifications for compliance to industry regulations.
- Safety regulations and practices pertaining to work performed.
- Principles and practices of industry facilities and equipment, maintenance and repair.

- Principles of design, construction and maintenance of industry facilities, and servicing requirements of plant machinery and equipment, including SCADA systems.
- Industry operations including primary, secondary, and treatment processes; activated sludge systems; equipment maintenance; laboratory procedures, including instrumental analysis.
- Effective supervisory and leadership techniques.
- Techniques and practices for efficient and cost-effective management of resources.
- Environmentally responsible and resource-efficient public utilities maintenance techniques.
- Conflict resolution skills.
- Professional level writing techniques, including proper grammar, spelling, vocabulary, and punctuation.

Skill/Ability to

- Manage plant operations, and interpret and apply technical standards, procedures, regulations, and City policies and procedures.
- Analyze problems, evaluate alternatives, and recommend methods, procedures and techniques for resolution of issues.
- Recognize inefficient wastewater facility operations and develop effective programs to assure an efficient operation that is in accordance with all State and Federal requirements, with other employees, contractors and the general public.
- General principles of laboratory operation and industrial waste management.
- Interpret technical instructions and analyzing complex variables.
- Assess and prioritizing multiple tasks, projects and demands.
- Operate a personal computer utilizing standard and specialized software.
- Communicate effectively, both orally and in writing.
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Manage and advance multiple priorities, including large and complex projects, concurrently, on-time, and within budget.
- Operate modern office equipment, including computer equipment and software programs relevant to the work performed and have good knowledge of facility maintenance software programs.
- Plan, organize, direct, and review the work of professional, sub-professional, and contract personnel.
- Effectively supervise, train, motivate and evaluate assigned personnel.
- Work independently and in a team setting.
- Consistently demonstrate professionalism, ethical integrity, and exceptional customer service.
- Celebrate the achievements and success of the organization.
- Direct and conduct work in a safe manner following industry best practices and the City's safety practices and procedures.
- Work evenings and weekends, and respond off-hours to various emergency situations.
- Serve as a Disaster Service Worker.

SPECIAL REQUIREMENTS

Essential duties require the following physical skills and work environment:

Physical Skills

Able to use standard office and plant equipment, including a computer; sit, stand, walk, kneel, crouch, stoop, squat, crawl, twist, and climb stairs; lift and carry up to 25 pounds; maintain sustained posture for prolonged periods of time; distinguish among various colors and/or symbols; able to read printed materials and a computer screen; able to communicate effectively with others; smell to distinguish odors.

Work Environment

Mobility to work in a typical office setting or plant environment; exposure to cold, heat, noise, outdoors, inclement weather, dust, dirt, vibration, chemicals, traffic, traffic hazards, odors, mechanical hazards, electrical hazards, explosive hazards, and bio-hazards.

Work schedule may include occasional irregular hours. The work schedule will include the need for irregular after hours work as part of the normal job duties, including 24x7 availability for response to emergencies.

Adopted Date: 12/14/2020

Status: Exempt

Bargaining Unit: Management, Teamsters Local 350

Revised Dates: 09/2001

Former Titles:

Abolished:

Resolutions:



LABORATORY ANALYST

DEFINITION

Perform a variety of routine and complex physical, chemical, biological, and biochemical testing and analyses of wastewater to ensure regulatory compliance; prepare and maintain laboratory records, reports, and data; and perform related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receive general supervision from higher-level management. May provide direction to support staff and oversee part-time staff and/or volunteers.

ESSENTIAL AND IMPORTANT DUTIES

In addition to the Laboratory Technician duties, duties may include but are not limited to the following:

- Perform a variety of complex physical, chemical, biological, and biochemical testing and analyses of wastewater to ensure regulatory compliance.
- Participate in plant public relations tours; and train others in the procedures of a water and wastewater sampling/testing laboratory.
- Compile, record, review, and coordinate laboratory data and records; ensure calculations are performed accurately; develop methods and procedures for record keeping and data retrieval.
- Prepare reports, cost estimates, material requisitions, etc. as assigned; and ensure timely submission.
- Coordinate and implement the laboratory QA/QC requirements to maintain the laboratory's Environmental Laboratory Accreditation Program (ELAP) certification.
- Assist in a variety of technical studies, evaluate results and alternatives, make recommendations, and prepares reports based on the data.
- Maintain proper quality assurance and assist in the development and review of analytical and standard operating procedures and recommend corrective actions as appropriate.
- May assist with Environmental Compliance efforts as needed.
- May serve in legally required designations, as required.
- Serve as a Disaster Service Worker, as required.
- Perform related duties and responsibilities as required and other duties as assigned.

EMPLOYMENT STANDARDS

Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to qualify is:

Education and Training

Equivalent to a Bachelor's Degree from an accredited college or university in chemistry, bacteriology or a related field.

Substitution: Additional years of related experience may substitute for education on a year-for-year basis. (Example: additional two years of related experience with an Associate's Degree may be equivalent to a Bachelor's Degree).

Experience

Two (2) years of experience in a wastewater related analytical laboratory.

Certification

Possession and maintenance of a Grade II or higher Laboratory Analyst Certificate issued by the



California Water Environment Association. Grade III Laboratory Analyst Certificate is highly desirable.

License

Possession and maintenance of a California Class C driver's license and have a satisfactory driving record.

Knowledge of

- Industry level chemistry, microbiology and algebra.
- Industry level quantitative and qualitative analysis.
- Industry laboratory equipment, software, operations and procedures.
- Data processing techniques as applied to the solution of laboratory problems.
- Modern office procedures and equipment including basic Microsoft Office skills (Outlook, Word, Excel).
- Applicable local, state, and federal rules and regulations.
- Industry specific safety policies and procedures.

Skill/Ability to

- Effectively perform routine and complex sampling, testing and analyses.
- Conduct mathematical and statistical principles used in laboratory and field calculations.
- Operate laboratory equipment, personal computer and related software applications.
- Communicate clearly and concisely, both verbally and in writing.
- Effectively organize and prioritize work.
- Analyze situations carefully and adopt effective course of action.
- Understand and carry out oral and written directions.
- Work protracted or irregular hours.
- Travel to different sites and locations as needed.
- Establish and maintain cooperative and effective working relationships with those contacted in the course of work.
- Work in a safe manner following industry best practices and the City's safety practices and procedures.
- Serve as a Disaster Service Worker.

SPECIAL REQUIREMENTS

Essential duties require the following physical skills and work environment:

Physical Skills

Able to use standard office and laboratory equipment, including a computer; sit, stand, walk, kneel, crouch, stoop, squat, crawl, twist, and climb stairs; lift and carry up to 25 pounds; maintain sustained posture for prolonged periods of time; distinguish among various colors and/or symbols; able to read printed materials and a computer screen; able to communicate effectively with others; smell to distinguish odors.

Work Environment



Mobility to work in a typical office setting or laboratory environment; exposure to cold, heat, noise, outdoors, inclement weather, dust, dirt, vibration, chemicals, traffic, traffic hazards, odors, mechanical hazards, electrical hazards, explosive hazards, and bio-hazards.

Adopted Date: 12/14/2020

Status: Non-Exempt

Bargaining Unit: Wastewater Treatment Plant, Teamsters Local 856

Revised Dates:

Former Titles:

Abolished:

Resolutions:



LABORATORY TECHNICIAN

DEFINITION

Perform a variety of routine physical, chemical, biological, and biochemical testing and analyses of wastewater to ensure regulatory compliance; prepare and maintain routine laboratory records, reports, and data; and perform related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receive general supervision from higher-level staff.

ESSENTIAL AND IMPORTANT DUTIES

- Perform a variety of routine physical, chemical, biological, and biochemical testing and analyses of wastewater to ensure regulatory compliance.
- Perform routine sampling.
- Maintain, clean, and assemble laboratory equipment and supplies.
- Prepare purchase requests for necessary laboratory equipment and supplies.
- Maintain proper disposal of outdated equipment, supplies, glasswares and chemicals.
- Prepare reagents and media used in laboratory analyses.
- Receive and care for bioassay specimens upon arrival; sets up bioassay apparatus; prepares chemicals and assists with monthly bioassay.
- Interpret routine laboratory analytical data as it pertains to the Wastewater Treatment Plant (Plant) process and all regulatory permit requirements.
- Maintain records according to Quality Assurance/Quality Control (QA/QC) laboratory guidelines.
- Transfer data to Computerized Laboratory Information Management System (LIMS) with high attention to detail.
- Perform general housekeeping in and around the laboratory.
- Assist plant personnel regarding basic laboratory procedures, data, equipment maintenance and lab supplies.
- Serve as a Disaster Service Worker, as required.
- Perform related duties and responsibilities as required and other duties as assigned.

EMPLOYMENT STANDARDS

Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to qualify is:

Education and Training

Equivalent to an Associate's Degree from an accredited college or university in chemistry, bacteriology or a related field.

Substitution: Additional years of related experience may substitute for education on a year-for-year basis. (Example: additional two years of related experience will be equivalent to an Associate's Degree).

Experience

One (1) year of work experience in an analytical laboratory.

Certification

Possession and maintenance of a Grade I or higher Laboratory Analyst Certificate issued by the California Water Environment Association is required within one (1) year of appointment.

**License**

Possession and maintenance of a California Class C driver's license and have a satisfactory driving record.

Knowledge of

- Standard chemistry and algebra.
- Standard quantitative and qualitative analysis.
- Standard laboratory equipment, operations and procedures.
- Modern office procedures and equipment including basic Microsoft Office skills (Outlook, Word, Excel).
- Basic safety policies and procedures.

Skill/Ability to

- Acquire a thorough knowledge of plant operations in general and specific procedures related to the laboratory operation.
- Effectively perform routine sampling, testing and analyses.
- Acquire knowledge of principles of Chemistry and Biology as pertaining Water/Wastewater treatment.
- Acquire mathematical and statistical principles used in laboratory and field calculations.
- Operate laboratory equipment, personal computer and related software applications.
- Communicate clearly and concisely, both verbally and in writing.
- Effectively organize and prioritize work.
- Understand and carry out oral and written directions.
- Work protracted or irregular hours.
- Travel to different sites and locations as needed.
- Establish and maintain cooperative and effective working relationships with those contacted in the course of work.
- Work in a safe manner following industry best practices and the City's safety practices and procedures.
- Serve as a Disaster Service Worker.

SPECIAL REQUIREMENTS

Essential duties require the following physical skills and work environment:

Physical Skills

Able to use standard office and laboratory equipment, including a computer; sit, stand, walk, kneel, crouch, stoop, squat, crawl, twist, and climb stairs; lift and carry up to 25 pounds; maintain sustained posture for prolonged periods of time; distinguish among various colors and/or symbols; able to read printed materials and a computer screen; able to communicate effectively with others; smell to distinguish odors.

Work Environment



Mobility to work in a typical office setting or laboratory environment; exposure to cold, heat, noise, outdoors, inclement weather, dust, dirt, vibration, chemicals, traffic, traffic hazards, odors, mechanical hazards, electrical hazards, explosive hazards, and bio-hazards.

Adopted Date: 12/14/2020

Status: Non-Exempt

Bargaining Unit: Wastewater Treatment Plant, Teamsters Local 856

Revised Dates: 02/2000, 05/2012

Former Titles:

Abolished:

Resolutions:

APPENDIX A-3
2020-2021 Salary Schedule
WWTP Teamsters Local 856
Effective July 8, 2020

Increase 2%

SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2008

	Salary Range		Hours/Week
	Minimum	Maximum	
Laboratory Technician - No Certification (base)	\$ 5,552	\$ 6,960	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 5,773	\$ 7,238	40
Laboratory Technician - Grade III Cert 11% above base (over-certification pay)	\$ 6,162	\$ 7,725	40
Laboratory Technician - Grade IV Cert 19% above base (over-certification pay)	\$ 6,607	\$ 8,282	40
Laboratory Technician - Grade V Cert 29% above base (over-certification pay)	\$ 7,162	\$ 8,978	40
Electrical Instrumentation Tech I - No certification (base)	\$ 5,552	\$ 6,960	40
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 5,773	\$ 7,238	40
Electrical Instrumentation Tech I - Grade III Cert 11% above base (over-certification pa	\$ 6,162	\$ 7,725	40
Electrical Instrumentation Tech I - Grade IV Cert 19% above base (over-certification pa	\$ 6,607	\$ 8,282	40
Electrical Instrumentation Tech I - Grade V Cert 29% above base (over-certification pa	\$ 7,162	\$ 8,978	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)	\$ 6,088	\$ 7,742	40
Electrical Instrumentation Tech II - Grade III Cert 7% above base (over-certification pa	\$ 6,514	\$ 8,284	40
Electrical Instrumentation Tech II - Grade IV Cert 15% above base (over-certification p	\$ 7,001	\$ 8,903	40
Electrical Instrumentation Tech II - Grade V Cert 25% above base (over-certification pa	\$ 7,611	\$ 9,677	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Electrical Instrumentation Tech III - Grade IV Cert 8% above base (over-certification pa	\$ 7,391	\$ 9,398	40
Electrical Instrumentation Tech III - Grade V Cert 18% above base (over-certification p	\$ 8,077	\$ 10,268	40
Laboratory Supervisor - includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Laboratory Supervisor - Grade IV Cert 8% above base (over-certification pay)	\$ 7,391	\$ 9,398	40
Laboratory Supervisor - Grade V Cert 18% above base (over-certification pay)	\$ 8,077	\$ 10,268	40
Operator I - No certification	\$ 5,552	\$ 6,960	40
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 5,773	\$ 7,238	40
Operator I - Grade III Cert - 11% above base (over-certification pay)	\$ 6,162	\$ 7,725	40
Operator I - Grade IV Cert - 19% above base (over-certification pay)	\$ 6,607	\$ 8,282	40
Operator I - Grade V Cert - 29% above base (over-certification pay)	\$ 7,162	\$ 8,978	40
Operator II - Includes mandatory grade II certificate (base)	\$ 6,088	\$ 7,742	40
Operator II - Grade III Cert - 7% above base (over-certification pay)	\$ 6,514	\$ 8,284	40
Operator II - Grade IV Cert - 15% above base (over-certification pay)	\$ 7,001	\$ 8,903	40
Operator II - Grade V Cert - 25% above base (over-certification pay)	\$ 7,611	\$ 9,677	40
Operator III - Includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Operator III - Grade IV Cert - 8% above base (over-certification pay)	\$ 7,391	\$ 9,398	40
Operator III - Grade V Cert - 18% above base (over-certification pay)	\$ 8,077	\$ 10,268	40

SALARY RANGES FOR WWTP EMPLOYEES HIRED ON OR AFTER JULY 1, 2008

	Salary Range		Hours/We
	Minimum	Maximum	
Laboratory Technician - No certification (base)	\$ 5,552	\$ 6,960	40
Laboratory Technician - Grade II Cert 4% above base (over-certification pay)	\$ 5,774	\$ 7,238	40
Laboratory Technician - Grade III Cert 8% above base (over-certification pay)	\$ 5,996	\$ 7,516	40
Laboratory Technician - Grade IV Cert 11% above base (over-certification pay)	\$ 6,163	\$ 7,725	40
Laboratory Technician - Grade V Cert 13% above base (over-certification pay)	\$ 6,274	\$ 7,864	40
Laboratory Analyst - Includes mandatory grade II certificate (base)	\$ 6,088	\$ 7,741	40
Laboratory Analyst - Grade III Cert 4% above base (over-certification pay)	\$ 6,332	\$ 8,051	40
Laboratory Analyst - Grade IV Cert 7% above base (over-certification pay)	\$ 6,515	\$ 8,283	40
Laboratory Analyst - Grade V Cert 9% above base (over-certification pay)	\$ 6,636	\$ 8,438	40
Electrical Instrumentation Tech I - No certification (base)	\$ 5,552	\$ 6,960	40
Electrical Instrumentation Tech I - Grade II Cert 4% above base (over-certification pay)	\$ 5,774	\$ 7,238	40
Electrical Instrumentation Tech I - Grade III Cert 8% above base (over-certification pay)	\$ 5,996	\$ 7,516	40
Electrical Instrumentation Tech I - Grade IV Cert 11% above base (over-certification pa	\$ 6,163	\$ 7,725	40
Electrical Instrumentation Tech I - Grade V Cert 13% above base (over-certification pa	\$ 6,274	\$ 7,864	40
Electrical Instrumentation Tech II - Includes mandatory grade II certificate (base)	\$ 6,088	\$ 7,741	40
Electrical Instrumentation Tech II - Grade III Cert 4% above base (over-certification pa	\$ 6,332	\$ 8,051	40
Electrical Instrumentation Tech II - Grade IV Cert 7% above base (over-certification pa	\$ 6,515	\$ 8,283	40
Electrical Instrumentation Tech II - Grade V Cert 9% above base (over-certification pay	\$ 6,636	\$ 8,438	40
Electrical Instrumentation Tech III - Includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Electrical Instrumentation Tech III - Grade IV Cert 4% above base (over-certification pa	\$ 7,118	\$ 9,050	40
Electrical Instrumentation Tech III - Grade V Cert 6% above base (over-certification pa	\$ 7,255	\$ 9,224	40
Laboratory Supervisor - includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Laboratory Supervisor - Grade IV Cert 4% above base (over-certification pay)	\$ 7,118	\$ 9,050	40
Laboratory Supervisor - Grade V Cert 6% above base (over-certification pay)	\$ 7,255	\$ 9,224	40
Operator I - Must obtain Grade I certification in first year of employment (base)	\$ 5,552	\$ 6,960	40
Operator I - Grade II Cert - 4% above base (over-certification pay)	\$ 5,774	\$ 7,238	40
Operator I - Grade III Cert - 8% above base (over-certification pay)	\$ 5,996	\$ 7,516	40
Operator I - Grade IV Cert - 11% above base (over-certification pay)	\$ 6,163	\$ 7,725	40
Operator I - Grade V Cert - 13% above base (over-certification pay)	\$ 6,274	\$ 7,864	40
Operator II - Includes mandatory grade II certificate (base)	\$ 6,088	\$ 7,741	40
Operator II - Grade III Cert - 3% above base (over-certification pay)	\$ 6,332	\$ 8,051	40
Operator II - Grade IV Cert - 4% above base (over-certification pay)	\$ 6,515	\$ 8,283	40
Operator II - Grade V Cert - 6% above base (over-certification pay)	\$ 6,636	\$ 8,438	40
Operator III - Includes mandatory grade III certificate (base)	\$ 6,844	\$ 8,702	40
Operator III - Grade IV Cert - 4% above base (over-certification pay)	\$ 7,118	\$ 9,050	40
Operator III - Grade V Cert - 6% above base (over-certification pay)	\$ 7,255	\$ 9,224	40