



FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE

AGENDA

MONDAY, APRIL 1, 2024
10:00 A.M.

FALLBROOK PUBLIC UTILITY DISTRICT
990 E. MISSION RD., FALLBROOK, CA 92028
PHONE: (760) 728-1125

THIS MEETING WILL BE HELD AT THE ABOVE DATE, TIME, AND LOCATION AND MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028. FOR THE CONVENIENCE OF MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON, FALLBROOK PUBLIC UTILITY DISTRICT PROVIDES A MEANS TO OBSERVE AND PROVIDE PUBLIC COMMENTS AT THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. PLEASE NOTE THAT IN THE EVENT OF TECHNICAL ISSUES THAT DISRUPT THE ABILITY OF MEMBERS OF THE PUBLIC TO VIEW THE MEETING OR PROVIDE PUBLIC COMMENTS THROUGH THE WEB CONFERENCE OPTION, THE MEETING WILL CONTINUE.

Join Zoom Meeting

<https://us06web.zoom.us/j/82852233875?pwd=IfyajArPtlNW9qQxrA5brl1EZXFh2C.1>

MEETING ID: 828 5223 3875

AUDIO PASSCODE: 485540

Dial by your location

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PUBLIC COMMENTS: Members of the public may submit public comments and comments on agenda items in one of the following ways:

SUBMIT COMMENTS BEFORE THE MEETING:

- By emailing to our Board Secretary at leckert@fpud.com
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District’s Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Board during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

REMOTELY MAKE COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to Board discussion if there are any comments from the public on each item.

- Via Zoom Webinar go to the “Participants List,” hover over your name and click on “raise hand.” This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing *9 to notify the moderator that you wish to speak during the current item.

MAKE IN-PERSON COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to discussion if there are any comments from the public on each item, at which time members of the public attending in person may make comments.

THESE PUBLIC COMMENT PROCEDURES SUPERSEDE THE DISTRICT’S STANDARD PUBLIC COMMENT POLICIES AND PROCEDURES TO THE CONTRARY.

If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.

I. PRELIMINARY FUNCTIONS

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. ACTION/DISCUSSION------(ITEMS A-E)

- A. INFORMATION TECHNOLOGY MANAGER POSITION
- B. ENGINEERING TECHNICIAN POSITION
- C. RECLASSIFICATION OF OPERATIONS SPECIALIST
- D. MAINTENANCE TECHNICIAN POSITION
- E. EMPLOYEE SATISFACTION SURVEY RESULTS

III. ADJOURNMENT OF MEETING

* * * * *

DECLARATION OF POSTING

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

March 28, 2024
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: April 1, 2024
SUBJECT: Information Technology (IT) Manager Position

Purpose

To obtain approval for the creation of a new IT Manager position and the related update to the organizational chart.

Summary

The impending retirement of our current Information Systems Technician on August 2, 2024, provides the District with a unique opportunity to re-evaluate its long-term technology needs and goals.

As the District’s need for technology support continues to grow, this new position will provide much-needed systems support will ensure the District’s ability to maintain 24/7 reliability and functionality. This position retains some of the characteristics of the current Systems Technician position, while providing support for users of asset management, CityWorks, GIS, and other software systems.

Budgetary Impact

Our current Systems Technician salary range is 29. An analysis of similar IT Manager/Supervisor roles at neighboring Districts was performed to determine a competitive salary range for this new position.

Minimum Monthly Salary				
FPUD	Market Average	% above or below	Market Median	% above or below
\$ 9,677	\$ 9,910	-2.4%	\$ 10,057	-3.9%

The proposed new Information Technology Manager position has been included in the 70 total budgeted positions for the FY 2024-25 budget. It is suggested that the position will be filled at the entry level, salary range 36, which is currently \$9,677 - \$12,084 monthly or \$116,124.00 - \$145,008.00 annually. This salary range brings this position closer to the median average for similar positions at other agencies.

Recommended Action

That the Personnel Committee approve the new position and the resulting organizational chart change and recommend approval of the same to the Board.

INFORMATION TECHNOLOGY MANAGER

DEFINITION

Under general direction, plans, organizes, oversees, coordinates and reviews the work of staff performing difficult and complex professional, technical and office support related to all programs and activities of the Information Technology Division; ensures the reliable and secure operation of IT systems critical to the delivery of clean and safe water to the community. Combines technical expertise with strategic vision and leadership to support the District's mission of providing high-quality water services.

CLASS CHARACTERISTICS

This is a single incumbent, exempt classification is responsible for a wide range of technical, maintenance, and administrative duties in developing, monitoring, maintaining, and providing technical support for multiple business network hardware and software platforms. Familiar with the operations, regulations, and technological requirements of the District. Proficient in SCADA systems used for monitoring and controlling water treatment and distribution processes, including software and hardware. Understands cybersecurity risks and the importance of implementing robust cybersecurity measures to protect critical infrastructure. Familiar with GIS technology and its applications in water resource management. Possesses strong interpersonal and communication skills to collaborate effectively with cross-functional teams, and strong analytical and problem-solving skills to troubleshoot complex IT issues, identify root causes, and implement effective solutions to optimize the performance and reliability of IT systems supporting operations.

EXAMPLES OF DUTIES

- Develop and implement IT strategies aligned with the District's objectives, focusing on enhancing operational efficiency and data security.
- Oversee the design, implementation, and maintenance of IT infrastructure, including systems for water monitoring, SCADA, and network infrastructure supporting remote facilities and water treatment plants.
- Provides application support for users of asset management, GIS, and other software systems, including development of queries, reports, and other functions that require knowledge of common programming languages;
- Implement robust cybersecurity measures to protect sensitive water data and infrastructure from cyber threats. Ensure compliance with regulatory requirements such as EPA guidelines and industry standards for data protection.
- Develops and standardizes procedures and methods to improve the efficiency and effectiveness of information systems programs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement and recommends to the General Manager.
- Plans, manages, and oversees the daily functions, operations, and activities of information system activities, including design, configuration, installation, monitoring, and maintenance of the local area network hardware, software and telecommunication services such as personal computers,

system software, software applications, printers, servers, routers, bridges, switches, modems, cabling, landline and cellular phones, and internet service providers.

- Assists with administration of the District's computerized maintenance management system;
- Works with District staff in the design, development and testing of the radio frequency (RF) communication network, the integration, development and testing of new facilities in the SCADA development environment, and the security and optimized performance of all systems;
- Manages and coordinates the work plan for the division; meets with staff to identify and resolve problems; assigns work activities, projects and programs; monitors workflow; reviews and evaluates work products, methods and procedures.
- Manages contractors and third-party service providers; develops and manages requests for proposals for professional and/or contracted services; prepares scope of work and any technical specifications; evaluates proposals and recommends awards; administers contracts to ensure compliance with District specifications, budget, and service quality.
- Assists in ensuring consistent, reliable operation of critical power generation control systems including PLCs, solar tracking systems, power quality monitors (PQM), and telemetry equipment;
- Configures and maintains SCADA alarm notification systems;
- Assists with activities associated with the installation, service, and preventive maintenance of SCADA systems;
- Observes and complies with all District and mandated safety rules, regulations, and protocols; and
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, and project management.
- Principles and practices of budget administration.
- Applicable Federal, State, and local laws, codes, and regulations concerning the operation of information technology systems.
- Principles and practices of contract administration and evaluation.
- Business computer software and hardware; principles and practices used in the operations, maintenance, repair, and administration of assigned systems and equipment; techniques and methods of system evaluation, implementation, and documentation; troubleshooting, configuration, and installation techniques; networking operating systems and networking hardware configurations.
- A diverse range of programming languages used by the District and the SCADA industry, including ladder logic, function block, and structured text;
- Theory, concepts, principles and practices of process control technology;
- Principles and practices of configuring, troubleshooting diagnosing and maintaining PLC plant control sub-systems, network switches, routers, firewalls, RTU systems, and RF systems;
- General operational characteristics of water and wastewater treatment and distribution systems;
- Methods and techniques of troubleshooting systems and devices;

- Methods and techniques of installing, configuring, administering, and monitoring a diverse range of physical and virtual systems;
- Methods and techniques of evaluating system effectiveness and responding accordingly;
- Security and monitoring devices, and procedures necessary to maintain the integrity and security of data in networked systems;
- Principles and practices of systems analysis and design for the development and management of SCADA systems;
- Methods of managing and administering server-based operating systems;
- Principles and practices of database design, administration, and functionality;
- Methods and techniques of PLC ladder logic programming, designing interfaces, and SCADA system device configuration;
- District and mandated safety rules, regulations, and protocols;
- Safe work practices for industrial electrical environments, water/wastewater treatment facilities;
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and District staff.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed; and
- English usage, verbal and written.

Ability to:

- Provide professional level support to the District's SCADA systems and devices;
- Troubleshoot a diverse range of systems hardware and software and make or recommend modifications;
- Install, configure, maintain, and administer networked systems hardware and software including servers;
- Identify nominal voltage and other electrical hazards and make risk assessments while working at water/wastewater facilities and remote industrial sites;
- Design, program, troubleshoot, process controls from the Human Machine Interface (HMI) to field device;
- Monitor systems performance and recommend and implement changes to optimize system reliability and availability;
- Performs database management and administration tasks including tuning, storage, and backup and recovery measures;
- Implement security measures in assigned technology area;
- Configure, maintain, and manage data and voice communication networks and infrastructure to achieve optimal technical performance and user support;
- Apply critical thinking techniques for a broad range of situations;
- Prepare clear, concise, and accurate documentation, user guides, reports of work performed, and other written materials;

- Use modern, state-of-the-art precision and diagnostic instruments, computers, and specialized software to test, calibrate, and diagnose complex telecommunication systems, devices, and equipment;
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments;
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines;
- Effectively use computer systems, software applications relevant to work performed, and modern business equipment to perform a variety of work tasks;
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar; and
- Establish and maintain effective working relationships with other employees.

LICENSES AND CERTIFICATIONS

- Possession of a valid and appropriate California driver's license.
- Cisco Certified Network Associate (CCNA) certification highly desirable

EDUCATION, TRAINING AND EXPERIENCE

- Equivalent to a bachelor's degree from an accredited four-year college or university with major coursework in computer science, information systems, or a related field.
- Five (5) years of increasingly responsible computer/network experience,
- Two (2) years of supervisory experience is preferred, but not required

PHYSICAL DEMANDS

Walking:	Moves about on foot, occasionally in tight spaces and -over grating.
Carrying:	Transports objects by holding them in hands or arms.
Hands/Arms:	Operates electrical and computerized instrumentation; operates hand and power tools.
Handling:	Seizes, hauls or works with hands.
Lifting:	Raises and lowers servers, UPS battery systems, PLC hardware, and related items.
Reaching:	Extends hands and arms in any direction.
Stooping:	Bends body downward and forward by bending at the knees or waist often while placing or working on equipment.
Climbing:	Occasionally up and down from roofs; ascends and descends ladders.

- Vision: Reads written or video messages for up to 8 hours per day and operates vehicle. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Talking: Communicates by radio and in person in a noisy environment.
- Hearing: Hears well enough to receive communication by phone, radio and in person. Hears changes in the environment that may indicate equipment malfunction or other hazardous conditions.
- Sitting: Sits at workbench and in District vehicles.
- Standing: Up to two hours per day while monitoring instrumentation.

PHYSICAL STRENGTH

- Lifting: Up to 75 pounds; occasional exertion.

ENVIRONMENTAL CONDITIONS

- Noise: Works in office and field conditions with occasional loud noises.
- Temperature/Weather: Often required to -work outside with variations of temperature and weather; occasionally works in tight spaces with heat and humidity.

SALARY RANGE

36-37

Proposed Salary Schedule

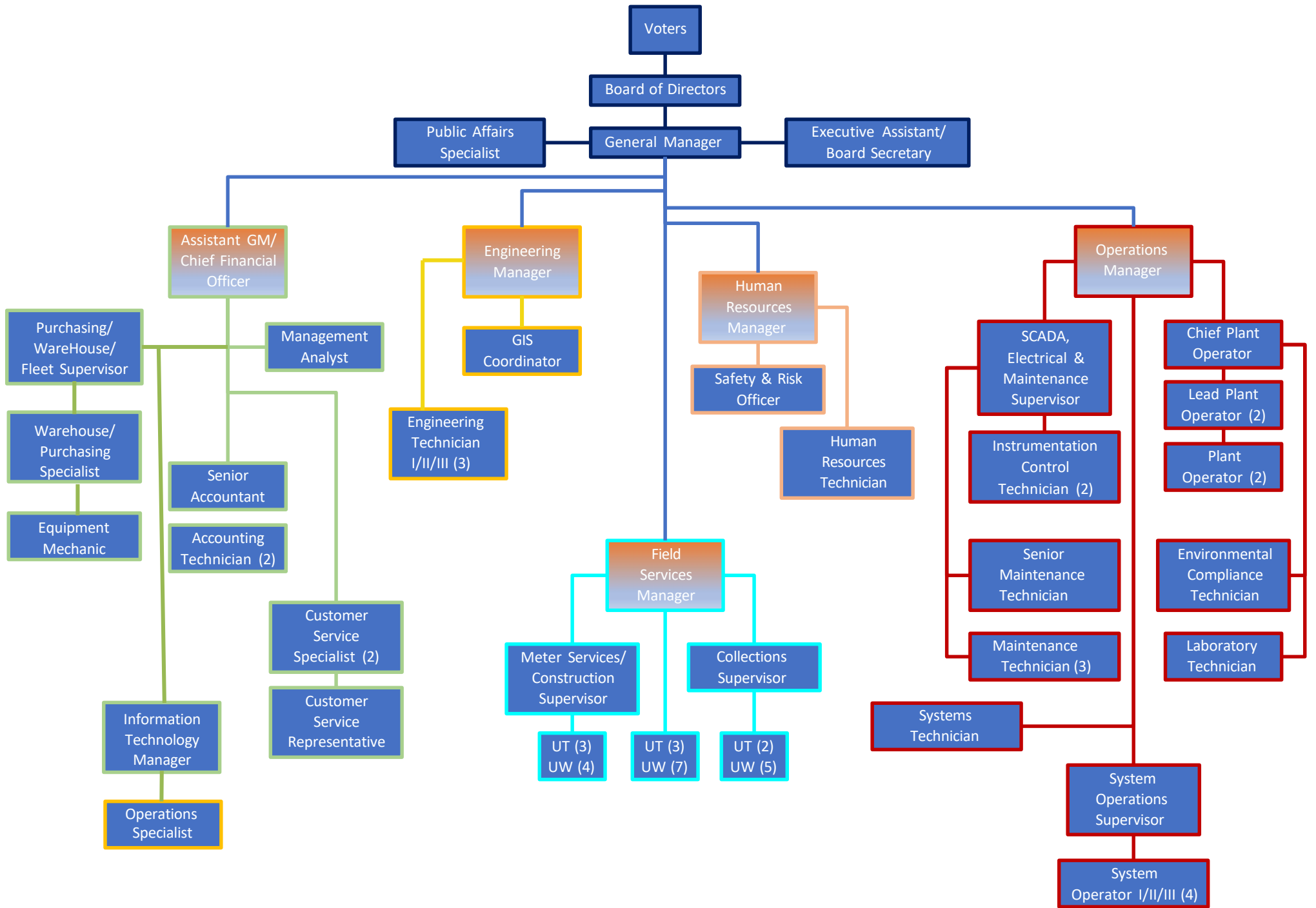
SALARY SCHEDULE
Effective July 1, 2023

Classification	Positions	Salary Range
Accounting Technician I & II	2	12 / 16
Collection Supervisor	1	30 & 32
Construction Supervisor	1	32
Customer Service Representative I & II	1	7 / 11
Customer Service Specialist	2	17
Engineering Technician I, II & III	3	16-17 / 20-21 / 26-27
Environmental Compliance Technician	1	26 / 28
Equipment Mechanic	1	18
Executive Assistant/ Board Secretary	1	34
Geographical Information Systems (GIS) Coordinator	1	27
Human Resources Technician	1	16
Information Systems Technician	1	26
Instrumentation, Electrical & Controls Technician I/II	2	20-21 / 25-28
Laboratory Technician I & II	1	20-21 / 24-25
Lead Plant Operator	2	27-28
Maintenance Technician I/II	1	18-20 / 21-24
Management Analyst	1	26
System Services Supervisor	1	32
Operations Specialist	1	16-17
Plant Operator (I-T), I, II	2	11-12 / 17-18 / 21-22
Public Information Officer	1	25
Purchasing/Warehouse/Fleet Supervisor	1	34-35
Safety & Risk Officer	1	36-38
Senior Maintenance Technician	1	29-32
System Operations Supervisor	1	35
Systems Operator I, II, III	4	18 / 22 / 26
Systems Technician	1	29
Crew Leader (Water and Wastewater)	5	23-25
Utility Worker I, II, III (Water and Wastewater)	18	10-11 / 14-15 / 18-19
Warehouse/Purchasing Specialist	1	15-16
Water/Wastewater Operator I/II/III	1	12/19/26
<u>Management (Exempt)</u>		
General Manager	1	\$259,672
Assistant General Manager/CFO	1	60
Chief Plant Operator	1	35-36
Engineering Manager	1	54
Field Services Manager	1	49 & 51
Human Resources Manager	1	47
Information Technology Manager	1	36-37
Operations Manager	1	53
SCADA, Electrical & Maintenance Supervisor	1	34-35
Supervising Accountant	1	35-36

Range #	FY 23-24 Hourly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$23.52	\$24.11	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38
2	\$24.11	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11
3	\$24.72	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87
4	\$25.34	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64
5	\$25.97	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43
6	\$26.62	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24
7	\$27.28	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07
8	\$27.96	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92
9	\$28.67	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79
10	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69
11	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61
12	\$30.87	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55
13	\$31.64	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51
14	\$32.43	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50
15	\$33.24	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52
16	\$34.07	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55
17	\$34.92	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62
18	\$35.79	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71
19	\$36.69	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82
20	\$37.61	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97
21	\$38.55	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14
22	\$39.51	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35
23	\$40.50	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58
24	\$41.52	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84
25	\$42.55	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14
26	\$43.62	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46
27	\$44.71	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83
28	\$45.82	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23
29	\$46.97	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65
30	\$48.14	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12
31	\$49.35	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62
32	\$50.58	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17
33	\$51.84	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74
34	\$53.14	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36
35	\$54.46	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02
36	\$55.83	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72
37	\$57.23	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46
38	\$58.65	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26
39	\$60.12	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09
40	\$61.62	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97
41	\$63.17	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89
42	\$64.74	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86
43	\$66.36	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88
44	\$68.02	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96
45	\$69.72	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08
46	\$71.46	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25
47	\$73.26	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49
48	\$75.09	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78
49	\$76.97	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12
50	\$78.89	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52
51	\$80.86	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98
52	\$82.88	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51
53	\$84.96	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09
54	\$87.08	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75
55	\$89.25	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47
56	\$91.49	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25
57	\$93.78	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11
58	\$96.12	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04
59	\$98.52	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04
60	\$100.98	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12
61	\$103.51	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27
62	\$106.09	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50
63	\$108.75	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81
64	\$111.47	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20
65	\$114.25	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68
66	\$117.11	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25
67	\$120.04	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91
68	\$123.04	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66
69	\$126.12	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50
70	\$129.27	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44
71	\$132.50	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47
72	\$135.81	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61
73	\$139.20	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85
74	\$142.68	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85	\$178.20
75	\$146.25	\$149.91	\$153.66	\$157.50	\$161.44	\$165.47	\$169.61	\$173.85	\$178.20	\$182.65

Range #	FY 23-24 Bi-Weekly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$1,882	\$1,929	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350
2	\$1,929	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409
3	\$1,978	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469
4	\$2,027	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531
5	\$2,078	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594
6	\$2,130	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659
7	\$2,182	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726
8	\$2,237	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794
9	\$2,294	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863
10	\$2,350	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935
11	\$2,409	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009
12	\$2,469	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084
13	\$2,531	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161
14	\$2,594	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240
15	\$2,659	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322
16	\$2,726	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404
17	\$2,794	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490
18	\$2,863	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577
19	\$2,935	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666
20	\$3,009	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757
21	\$3,084	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851
22	\$3,161	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948
23	\$3,240	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047
24	\$3,322	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147
25	\$3,404	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251
26	\$3,490	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357
27	\$3,577	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466
28	\$3,666	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578
29	\$3,757	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692
30	\$3,851	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809
31	\$3,948	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930
32	\$4,047	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054
33	\$4,147	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179
34	\$4,251	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309
35	\$4,357	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441
36	\$4,466	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577
37	\$4,578	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717
38	\$4,692	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861
39	\$4,809	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007
40	\$4,930	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158
41	\$5,054	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311
42	\$5,179	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469
43	\$5,309	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631
44	\$5,441	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797
45	\$5,577	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967
46	\$5,717	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140
47	\$5,861	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319
48	\$6,007	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502
49	\$6,158	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690
50	\$6,311	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882
51	\$6,469	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078
52	\$6,631	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281
53	\$6,797	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487
54	\$6,967	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700
55	\$7,140	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918
56	\$7,319	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140
57	\$7,502	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369
58	\$7,690	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603
59	\$7,882	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843
60	\$8,078	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089
61	\$8,281	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342
62	\$8,487	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600
63	\$8,700	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865
64	\$8,918	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136
65	\$9,140	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414
66	\$9,369	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700
67	\$9,603	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993
68	\$9,843	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293
69	\$10,089	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600
70	\$10,342	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915
71	\$10,600	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238
72	\$10,865	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569
73	\$11,136	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908
74	\$11,414	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908	\$14,256
75	\$11,700	\$11,993	\$12,293	\$12,600	\$12,915	\$13,238	\$13,569	\$13,908	\$14,256	\$14,612

Range #	FY 23-24 Monthly Salary Range									
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
1	\$4,077	\$4,179	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093
2	\$4,179	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220
3	\$4,285	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350
4	\$4,392	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484
5	\$4,502	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621
6	\$4,614	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762
7	\$4,729	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906
8	\$4,847	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053
9	\$4,969	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204
10	\$5,093	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360
11	\$5,220	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519
12	\$5,350	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682
13	\$5,484	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849
14	\$5,621	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020
15	\$5,762	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197
16	\$5,906	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375
17	\$6,053	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561
18	\$6,204	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750
19	\$6,360	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942
20	\$6,519	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141
21	\$6,682	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344
22	\$6,849	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554
23	\$7,020	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768
24	\$7,197	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986
25	\$7,375	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210
26	\$7,561	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440
27	\$7,750	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677
28	\$7,942	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920
29	\$8,141	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166
30	\$8,344	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420
31	\$8,554	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681
32	\$8,768	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949
33	\$8,986	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222
34	\$9,210	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502
35	\$9,440	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790
36	\$9,677	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084
37	\$9,920	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387
38	\$10,166	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698
39	\$10,420	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016
40	\$10,681	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341
41	\$10,949	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675
42	\$11,222	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016
43	\$11,502	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366
44	\$11,790	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726
45	\$12,084	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095
46	\$12,387	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470
47	\$12,698	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858
48	\$13,016	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255
49	\$13,341	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661
50	\$13,675	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078
51	\$14,016	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503
52	\$14,366	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942
53	\$14,726	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389
54	\$15,095	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850
55	\$15,470	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321
56	\$15,858	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803
57	\$16,255	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298
58	\$16,661	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807
59	\$17,078	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327
60	\$17,503	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860
61	\$17,942	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407
62	\$18,389	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967
63	\$18,850	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541
64	\$19,321	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128
65	\$19,803	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731
66	\$20,298	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349
67	\$20,807	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984
68	\$21,327	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634
69	\$21,860	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300
70	\$22,407	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982
71	\$22,967	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682
72	\$23,541	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399
73	\$24,128	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134
74	\$24,731	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134	\$30,887
75	\$25,349	\$25,984	\$26,634	\$27,300	\$27,982	\$28,682	\$29,399	\$30,134	\$30,887	\$31,659



MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: April 1, 2024
SUBJECT: Engineering Technician Position

Purpose

To obtain approval for the recruitment/appointment of an additional Engineering Technician position for the Engineering department at the beginning of the new Fiscal Year.

Summary

The reclassification of the Operations Specialist to Department 1- Administration, will create the need for a new Engineering Technician in Department 2- Engineering, where assistance with meter sales, QA/QC, customer questions, and other support is necessary.

Budgetary Impact

There is no immediate fiscal impact; however, the first-step in the hourly salary range for Engineering Technician I (\$34.07) is twice the current hourly rate of our Engineering Intern (\$17.00). An increase to the Engineering salary budget is being requested for FY '24-'25 to compensate for this change. The current salary range for the Engineering Technician is competitive with neighboring Districts.

Recommended Action

That the Personnel Committee approve a new Engineering Technician position, to be filled after the reclassification of the Operations Specialist to Department 1- Administration/IT and the beginning of the new Fiscal Year.

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: April 1, 2024
SUBJECT: Reclassification of Operations Specialist

Purpose

To obtain approval for the reclassification of our current Operations Specialist, from Department 2- Engineering, to Department 1- Administration/IT.

Summary

The District proposes the reclassification of our current Operations Specialist to the IT Division to coincide with the recruitment of our new IT Manager, as the scope of her work aligns more closely with that division.

Much of the work performed by the Operations Specialist is in line with the District's future vision and needs for the IT Department. This position will report to the new IT Manager

Budgetary Impact

There is minimal fiscal impact; no salary change is required for this reclassification, however, the salary budget will be transferred from Engineering to Administration/IT.

Recommended Action

That the Personnel Committee approve the reclassification of the Operations Specialist from the Engineering Department to the Administration/IT Department.

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: April 1, 2024
SUBJECT: Maintenance Technician Position

Purpose

To obtain approval for the recruitment and appointment of a new Maintenance Technician position for Department 6- System Operations.

Summary

This position is an indirect replacement for the recent Lead Plant Operator vacancy at the Wastewater Treatment Plant. An assessment has determined that the Plant is able to function properly with only one Lead Plant Operator, and there is a greater need for a new Maintenance Technician.

Budgetary Impact

There will be a slight budget reduction due to the re-organization. The Lead Plant Operator was in Range 28 making \$46.97 per hour at the time of their departure. The base salary (18) range for a new Maintenance Technician is \$35.79 per hour.

Recommended Action

That the Personnel Committee approve the new Maintenance Technician position and the resulting organizational chart change.

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: April 1, 2024
SUBJECT: Employee Satisfaction Survey Results

Purpose

To inform and discuss the results of the recent employee satisfaction survey.

Summary

The District's annual employee satisfaction survey was sent to all employees on February 1, 2024, and was closed on February 29, 2024. Forty-four employees completed this year's survey, compared to thirty-six employees in 2023. This is largest response we've had to the survey.

A summary of the results was shared, via email, with all employees on Friday, March 29, 2024.

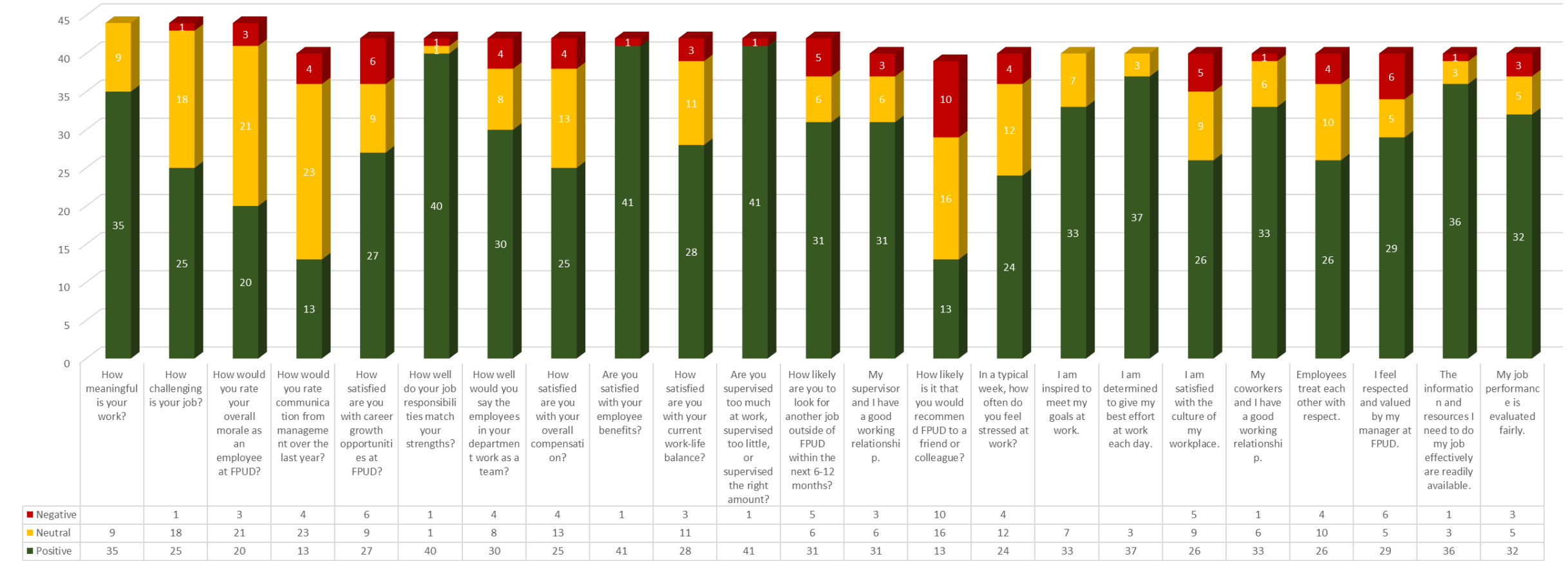
Budgetary Impact

None

Recommended Action

To review the results and provide any necessary feedback.

Summary Chart



Summary of Comments

As a follow up to your answer to question #3, please share what you love, like, or hate about working for FPUD.

Love the challenges.

Fair pay, good benefits.

Enjoy working with a team.

You can wear many hats and get a lot of experience doing different things.

Some unnecessary drama created by the staff.

The morale has improved over the last couple of years.

Variety of tasks and cross-training within/other departments.

There is some lack of structure

Work flexibility and ability to work remotely from time to time.

Love the opportunities the District provides for education and training.

What recommendations, if any, do you have for how management could improve communication over the next year?

Some Managers/Supervisors could use professional development training.

Continue to be supportive and motivating.

More training and better communication

Quarterly staff meetings

Communication is great

Work on solutions together as a team, instead of pointing fingers and accusing.

Team Building.

If you plan on looking for another job outside of FPUD, please provide your reason/s for doing so

Opportunities for leadership and Professional development

Compensation

Full-time to Part-time

Closer to home

Growth

Option to work from home

What actions can FPUD take to build a better workplace?

Recognize and support all employees

Continue to do as we are doing

More Accountability

Improve communication between departments.

More team-building events.

Supervisor training

Overall a great place to work.

Please feel free to elaborate on any of your answers above and/or share any other comments you have:

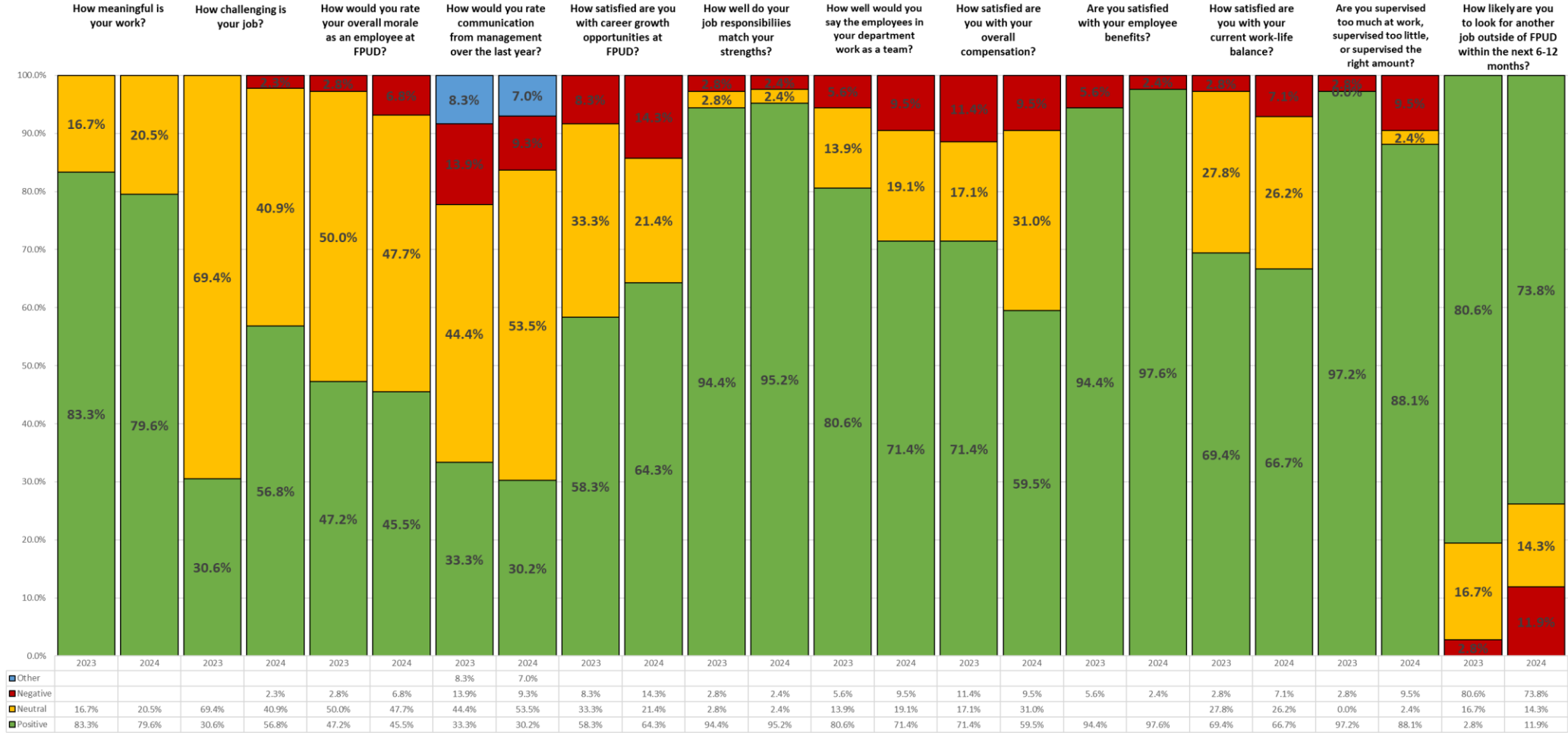
Place has improved over the last few years; more consistency and thinking of employee needs will go a long way.

More money for new tools.

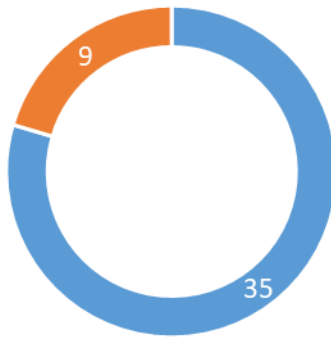
Culture can be challenging between office/field staff.

2024 vs. 2023

Results

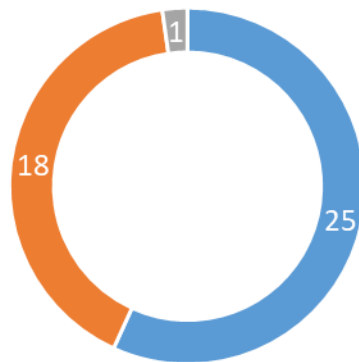


How meaningful is your work?



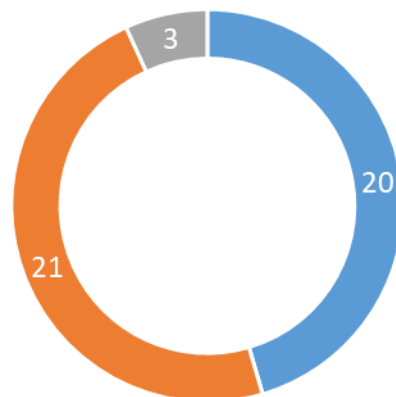
■ Very to Extremely Meaningful ■ Slightly to Moderately Challenging

How challenging is your job?



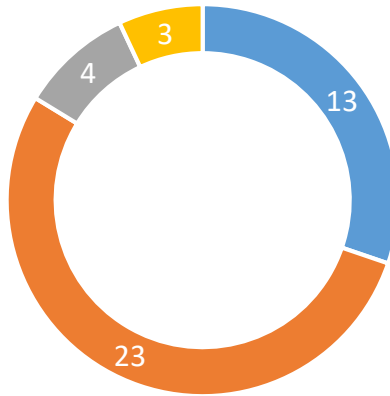
■ Very to Extremely Challenging ■ Slightly to Moderately Challenging
■ Not At All Challenging

How would you rate your overall morale as an employee at FPUD?



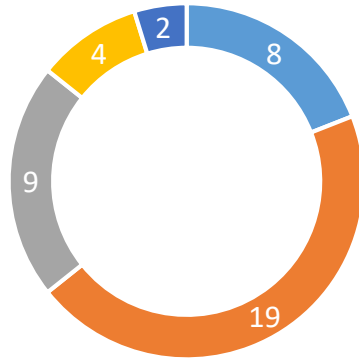
■ I Love Working at FPUD ■ I Like Working at FPUD Just Fine ■ I Hate Working at FPUD

How would you rate communication from management over the last year?



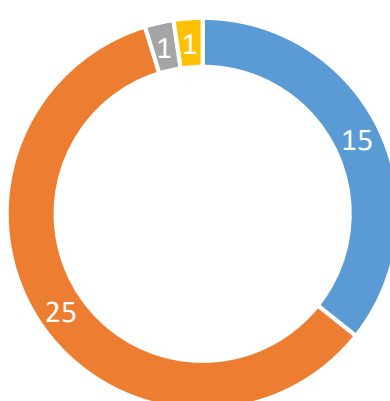
■ Communication Has Improved ■ Remained The Same ■ Has Gotten Worse ■ Other

How satisfied are you with career growth opportunities at FPUD?



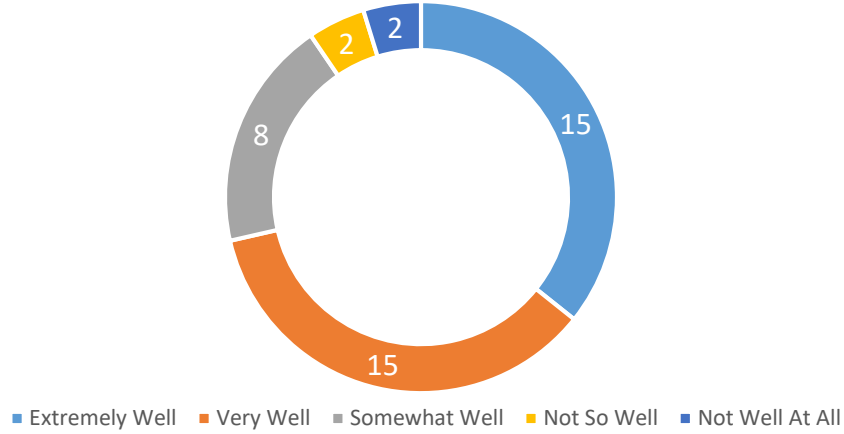
■ Extremely Satisfied ■ Very Satisfied ■ Somewhat Satisfied
■ Not So Satisfied ■ Not At All Satisfied

How well do your job responsibilities match your strengths?

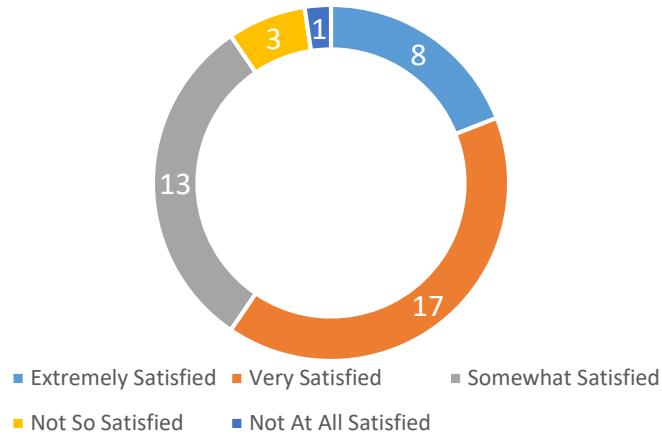


■ Extremely Well ■ Very Well ■ Somewhat Well ■ Not So Well

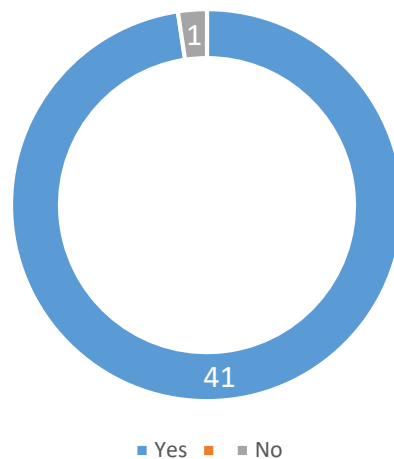
How well would you say the employees in your department work as a team?



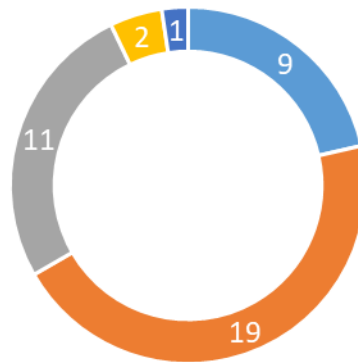
How satisfied are you with your overall compensation?



Are you satisfied with your employee benefits?

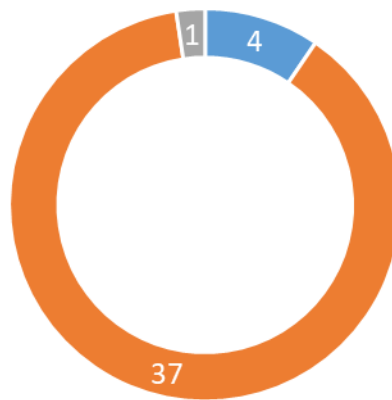


How satisfied are you with your current work-life balance?



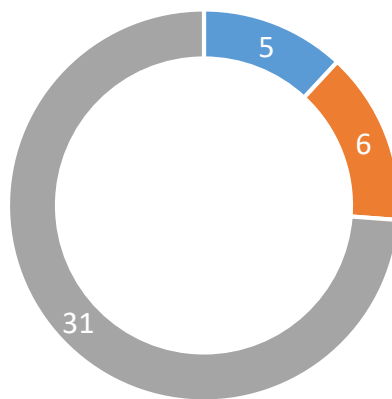
■ Extremely Satisfied ■ Very Satisfied ■ Somewhat Satisfied
■ Not So Satisfied ■ Not At All Satisfied

Are you supervised too much at work, supervised too little, or supervised the right amount?



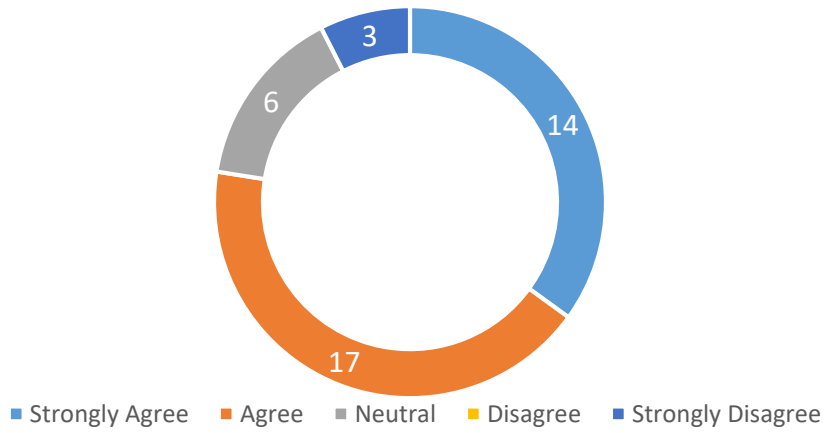
■ Too Much ■ About the Right Amount ■ Too Little

How likely are you to look for another job outside of FPUD within the next 6-12 months?

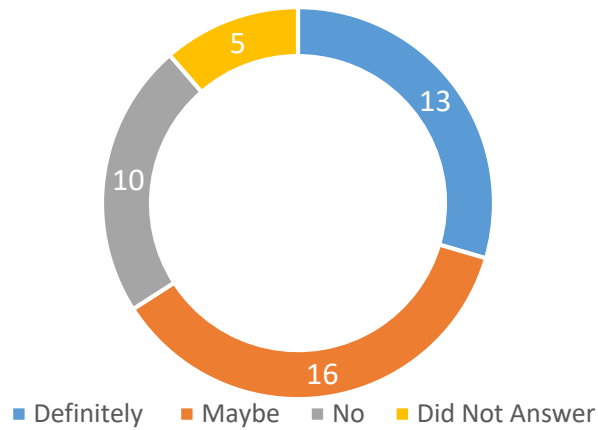


■ Very Likely ■ Likely ■ Unlikely

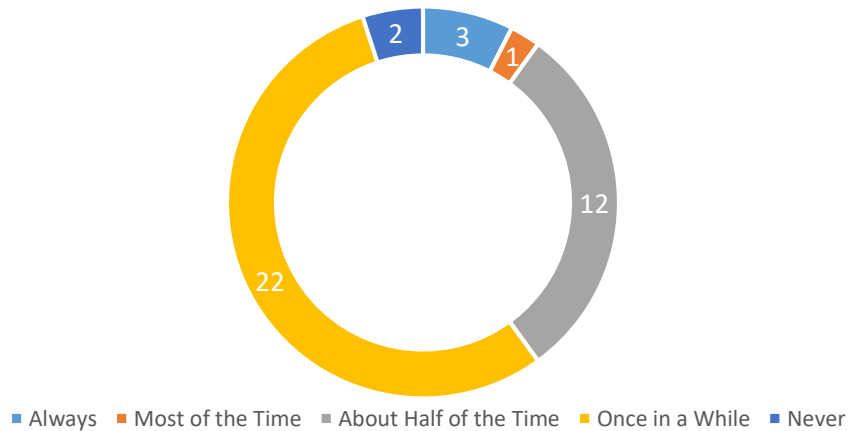
My supervisor and I have a good working relationship.



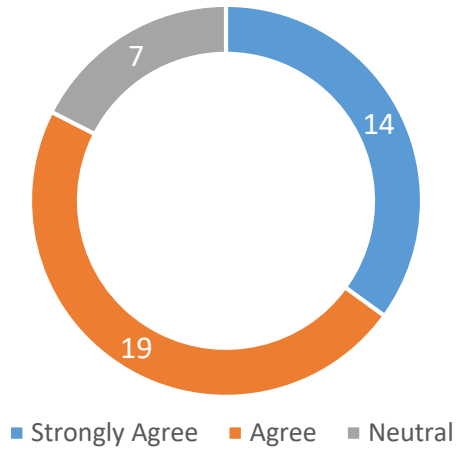
How likely is it that you would recommend FPUD to a friend or colleague?



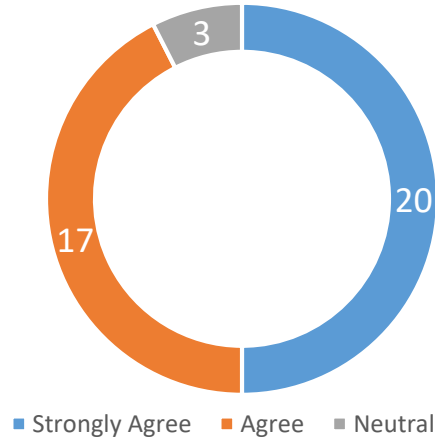
In a typical week, how often do you feel stressed at work?



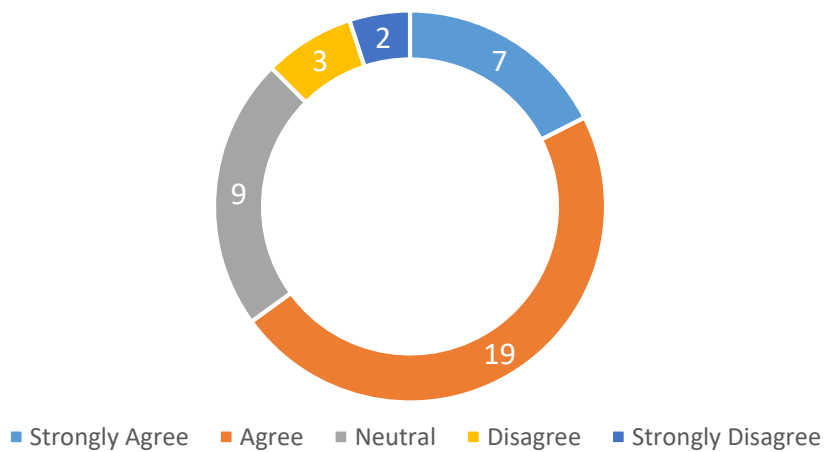
I am inspired to meet my goals at work.



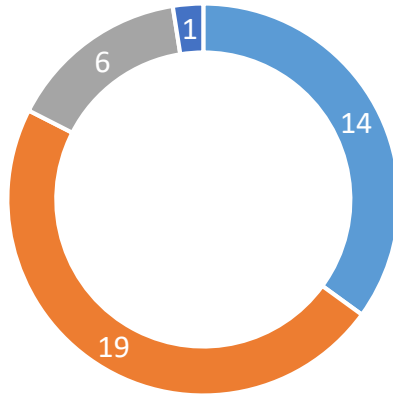
I am determined to give my best effort at work each day.



I am satisfied with the culture of my workplace.

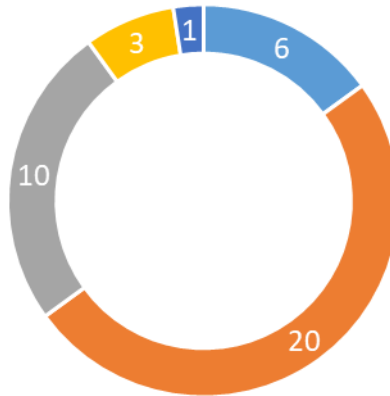


My coworkers and I have a good working relationship.



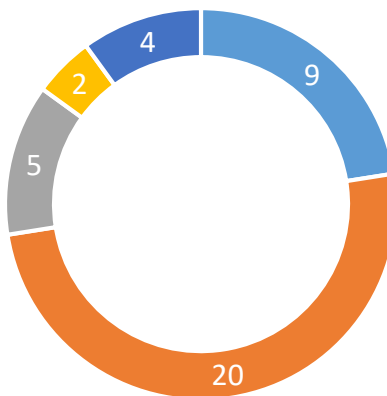
■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

Employees treat each other with respect.



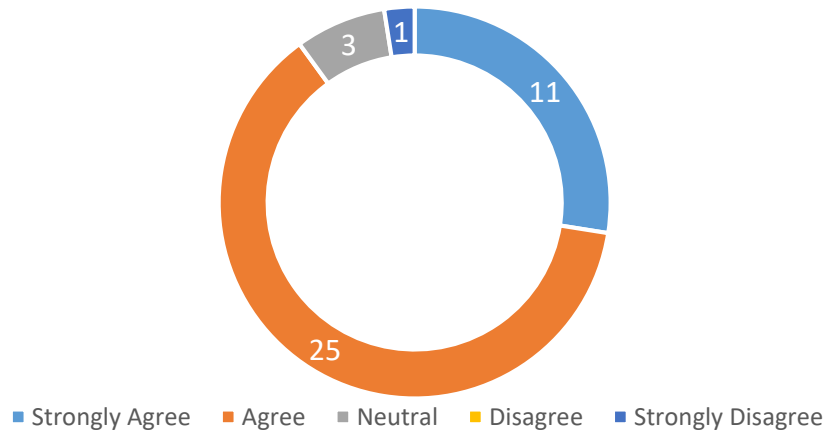
■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

I feel respected and valued by my manager at FPUD.



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

The information and resources I need to do my job effectively are readily available.



My job performance is evaluated fairly.

