

**RESOLUTION 2016-340**

**A RESOLUTION OF THE BOARD OF SOUTH SAN LUIS OBISPO  
COUNTY SANITATION DISTRICT GRANTING  
A COST OF LIVING ADJUSTMENT TO SALARIES OF DISTRICT STAFF,  
APPROVING A NEW PART-TIME CLASSIFICATION,  
APPROVING A SUMMER INTERN PROGRAM, AND APPROVING ALL  
OPERATORS AS ELIGIBLE FOR THE HIGHER OPERATOR GRADE  
PROGRAM**

**WHEREAS**, the South San Luis Obispo County Sanitation District (District) desires to remain competitive in salary and benefits that it provides to its employees and to staff its plant in an effective and economical manner; and

**WHEREAS**, the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles area November 2014 to November 2015 was 1.4; and

**WHEREAS**, in January 2015 the District granted employees a cost of living adjustment (COLA) raising their salaries by one percent (1%); and

**WHEREAS**, staff has proposed a new part-time classification of Plant Worker to relieve full-time staff of general maintenance duties, as well as serve to fill temporary long term vacancies; and

**WHEREAS**, the District desires to bring back the Summer Intern program, to attract local youth to the wastewater industry, and provide summer work for high school age youth; and

**WHEREAS**, the District desires that all operators be eligible for the Higher Operator Grade Program, which carries a salary stipend of two and a half percent (2.5%); and

**NOW, THEREFORE, IT IS HEREBY RESOLVED**, that the Board of South San Luis Obispo County Sanitation District hereby approves Exhibit A, which:

1. Grants employees a COLA adjustment increasing their salaries by one and a half percent (1.5%) effective January 23, 2016;
2. Approves the part-time classification of Plant Worker; and
3. Authorizes the Summer Intern program for local youth; and
4. Authorizes that all operators are eligible for the Higher Operator Grade Program.

The Interim District Administrator, or his/her designee, is hereby authorized and directed to take all steps necessary to implement this resolution.

**PASSED AND ADOPTED** at a regular meeting of the South San Luis County Sanitation District Board of Directors held this 20th day of January 2016.

On the motion of Director Hill seconded by Chairman Shoals and after the following roll call vote:

AYES: Jim Hill, John Shoals, Matthew Guerrero

NOES:

ABSENT:

CONFLICTS:



John Shoals, Chairman  
Board of Directors  
South San Luis Obispo County Sanitation District

ATTEST:

  
DISTRICT SECRETARY

APPROVED AS TO FORM:

BY: Wm J. Stackton, Esq.  
DISTRICT COUNSEL

CONTENTS:

BY: Jola Z. Brown  
DISTRICT ADMINISTRATOR

2015-16 FISCAL YEAR  
SALARY RANGE MONTHLY COMPENSATION  
RESOLUTION 2016-340 EXHIBIT "A"  
(1.5% COLA)

FULL TIME EMPLOYEES

Classifications	Authorized Number	Step 1	Step 2	Step 3	Step 4	Step 5
District Administrator	1	Range To Be Determined				
Plant Superintendent*	1	7885	8279	8693	9127	9584
Shift Supervisor*	1	5452	5724	6010	6311	6626
Plant Operator 3*	2	4841	5083	5337	5604	5884
Senior Maintenance Mechanic	0	4704	4939	5186	5445	5717
Lead Operator*	0	4492	4717	4953	5201	5461
Lab Tech/Operator*	1	4492	4717	4953	5201	5461
Plant Operator 2*	3	4365	4583	4812	5052	5305
Plant Operator 1*	0	4053	4256	4468	4692	4926
Operator In Training Intern	1	3663	3846	4039	4241	4453
Maintenance Assistant	0	3663	3846	4039	4241	4453
Bookkeeper/Secretary	1	3975	4173	4382	4601	4831

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\*Higher Operator Grade Program 2.5%

PART-TIME EMPLOYEES RATES

Board Member or Alternate	\$100 per meeting attended (Resolution 1995-150)
Attorney	Per Contract
Plant Worker	Hourly rate of equiv position (Resolution 2016- 340)
Summer Intern	\$12.00/hour
Volunteers	See Resolution No. 76

2015-16 FISCAL YEAR  
 SALARY RANGE MONTHLY COMPENSATION  
 RESOLUTION 2016-340  
 1.5% COLA

FULL TIME EMPLOYEES

Classifications	Authorized Number	Step 1	Step 2	Step 3	Step 4	Step 5
District Administrator	1	Range To Be Determined				
Plant Superintendent*	1	7885	8279	8693	9127	9584
2.5% stipend for cert above grade		8082	8486	8910	9356	9823
Shift Supervisor*	1	5452	5724	6010	6311	6626
2.5% stipend for cert above grade		5588	5867	6161	6469	6792
Plant Operator 3*	2	4841	5083	5337	5604	5884
2.5% stipend for cert above grade		4962	5210	5470	5744	6031
Senior Maintenance Mechanic	0	4704	4939	5186	5445	5717
Lead Operator*	0	4492	4717	4953	5201	5461
2.5% stipend for cert above grade		4605	4835	5077	5331	5597
Lab Tech/Operator*	1	4492	4717	4953	5201	5461
2.5% stipend for cert above grade		4605	4835	5077	5331	5597
Plant Operator 2*	3	4365	4583	4812	5052	5305
2.5% stipend for cert above grade		4474	4697	4932	5179	5438
Plant Operator 1*	0	4053	4256	4468	4692	4926
2.5% stipend for cert above grade		4154	4362	4580	4809	5049
Operator In Training Intern	1	3663	3846	4039	4241	4453
Maintenance Assistant	0	3663	3846	4039	4241	4453
Bookkeeper/Secretary	1	3975	4173	4382	4601	4831

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\*Higher Operator Grade Program 2.5%