

**MINUTES OF THE MEETING OF THE
BOARD OF DIRECTORS OF
UNION SANITARY DISTRICT
January 9, 2017**

CALL TO ORDER

President Handley called the meeting to order at 7:00 p.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: Tom Handley, President
Pat Kite, Vice President
Anjali Lathi, Secretary
Manny Fernandez, Director
Jennifer Toy, Director

STAFF: Paul Eldredge, General Manager
Karen Murphy, District Counsel
Sami Ghossain, Technical Services Manager
James Schofield, Collection Services Manager
Armando Lopez, Treatment and Disposal Services Manager
Pamela Arends-King, Business Services Manager/CFO
Robert Simonich, Fabrication, Maintenance, and Construction Manager
Laurie Brenner, Business Services Coach
Raymond Chau, Capital Improvement Programs Coach
Michelle Powell, Communications and Intergovernmental Relations Coordinator
Regina McEvoy, Assistant to the General Manager/Board Secretary

VISITORS: Jay Witherspoon, CH2M HILL Engineers, Inc.

APPROVAL OF THE MINUTES OF THE MEETING OF DECEMBER 12, 2016

It was moved by Secretary Lathi, seconded by Vice President Kite, to approve the Minutes of the Meeting of December 12, 2016. Motion carried unanimously.

APPROVAL OF THE MINUTES OF THE SPECIAL MEETING OF DECEMBER 19, 2016

It was moved by Vice President Kite, seconded by Director Fernandez, to approve the Minutes of the Special Meeting of December 19, 2016. Motion carried unanimously.

WRITTEN COMMUNICATIONS

There were no written communications.

ORAL COMMUNICATIONS

There were no oral communications.

CONSIDER A RESOLUTION TO TERMINATE MAINTENANCE AGREEMENT FOR PASEO PADRE SANITARY SEWER LIFT STATION

This item was reviewed by the Legal/Community Affairs Committee. District Counsel Murphy stated the District previously entered into a Maintenance Agreement for the Paseo Padre Sanitary Sewer Lift Station with Kaiser Development Company, Ardenwood Technology Park Associates I, Ardenwood Forest Venture, and Sutter Hill Limited, the owners of 43 lots in Local Improvement District No. 25. The Agreement provided that the costs incurred by the District in constructing the Paseo Padre Lift Station, as well as ongoing maintenance, replacement, and repair costs, would be paid by the lot owners. The Agreement and its obligations run with the land and are applicable to subsequent owners. The Agreement was recently brought to the attention of the District by a purchaser of one of the encumbered parcels. The District collected the construction costs for the Lift Station and ongoing operational costs for a short period of time, but did not collect any monies under the agreement for at least 20 years. The District has since included all costs associated with maintaining the Lift Station in its Cost of Service Analysis, and received the necessary revenue to maintain the station. Staff recommended the Board adopt a resolution to terminate the Maintenance Agreement for the Paseo Padre Sanitary Sewer Lift Station.

It was moved by Secretary Lathi, seconded by Vice President Kite, to Adopt Resolution No. 2795, Approving and Authorizing Execution of a Termination of the Maintenance Agreement for Paseo Padre Lift Station. Motion carried unanimously.

####

RESOLUTION NO. 2795

**A RESOLUTION APPROVING AND AUTHORIZING EXECUTION OF A
TERMINATION OF THE MAINTENANCE AGREEMENT FOR
PASEO PADRE LIFT STATION**

WHEREAS, the District previously entered into a Maintenance Agreement for Paseo Padre Sanitary Sewer Lift Station with Kaiser Development Company, Ardenwood Technology Park Associates I, Ardenwood Forest Venture, and Sutter Hill Limited, the owners of 43 lots in Local Improvement District No. 25, dated September 20, 1985, and recorded in the Official Records of Alameda County as Document No. 85-205703 ("Agreement"); and

WHEREAS, the Agreement runs with the land and provides that the costs incurred by the District in constructing the Paseo Padre Lift Station, as well as ongoing maintenance, replacement, and repair costs, would be paid by the lot owners; and

WHEREAS, the District collected the initial construction costs for the Paseo Padre Lift Station, as provided in the Agreement; and

WHEREAS, while the District initially collected ongoing costs under the Agreement, the District subsequently included the costs in its Cost of Service Analysis, similar to how the costs for all other District pump and lift stations are managed in the District and no longer collects costs under the Agreement; and

WHEREAS, the District desires to formally terminate the Agreement to acknowledge that the initial purpose of the Agreement has been satisfied and clarify in the District's records that the District no longer collects payments under the Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE UNION SANITARY DISTRICT, AS FOLLOWS:

1. The Board hereby approves the formal termination of the Agreement.
2. The General Manager/District Engineer, or his designee, is hereby authorized to execute a termination of the Agreement, in the form attached hereto, with minor or technical revisions approved by the General Manager/District Engineer in consultation with the General Counsel.


The foregoing Resolution was duly and regularly adopted and passed by the Board of Directors of Union Sanitary District, Alameda County, California, at a meeting held on the 9th day of January, 2017.

AYES: Fernandez, Handley, Kite, Lathi, Toy


NOES: None

ABSENT: None

ABSTAIN: None


TOM HANDLEY
President, Board of Directors
Union Sanitary District

Attest:


ANJALI LATHI
Secretary, Board of Directors
UNION SANITARY DISTRICT

RECORDING REQUESTED BY)
AND WHEN RECORDED MAIL TO:)
)
Union Sanitary District)
5072 Benson Road)
Union City, CA 94587-2508)
Attention: District Secretary)
)

*The document is exempt from the payment of a recording fee
pursuant to Government Code § 27383*

ACKNOWLEDGEMENT OF TERMINATION OF MAINTENANCE AGREEMENT

THIS ACKNOWLEDGEMENT OF TERMINATION OF DEVELOPMENT AGREEMENT (“**Acknowledgment**”) is made by the UNION SANITARY DISTRICT, a California sanitary district (“**District**”), in favor of KAISER DEVELOPMENT COMPANY, a California corporation, ARDENWOOD TECHNOLOGY PARK ASSOCIATES I, a California general partnership, and ARDENWOOD FOREST VENTURE, a California general partnership, and SUTTER HILL LIMITED, a California corporation (collectively, the “**Lot Owners**”), as of the date set forth below.

RECITALS

A. District and Lot Owners are parties to that certain Maintenance Agreement for Paseo Padre Sanitary Sewer Lift Station, dated September 20, 1985 and recorded in the Official Records of Alameda County as Document No. 85-205703 (“**Agreement**”) concerning those certain real properties located in the City of Fremont, California legally described in Exhibit “A” attached hereto and made a part hereof.

B. The District collected the initial construction costs for the Paseo Padre Lift Station, as provided in Section 1 of the Agreement, and no longer collects costs under the Agreement.

C. The District desires to record a written statement acknowledging the termination of the Agreement.

NOW, THEREFORE, District hereby acknowledges and agrees as follows:

1. The Lot Owners have funded the initial construction of the Paseo Padre Lift Station and the District no longer collects costs under the Agreement.
2. The Agreement has terminated as of the date set forth below.

IN WITNESS WHEREOF, District has executed this Acknowledgement as of the date of execution set forth below.

CONSIDER A RESOLUTION TO ACCEPT A SANITARY SEWER EASEMENT FOR TRACT 8158 – DARROW FARM, LOCATED NEAR MISSION BOULEVARD, WEST OF INTERSTATE 680, IN THE CITY OF FREMONT

This item was reviewed by the Legal/Community Affairs Committee. Technical Services Manager Ghossain stated the project developer, Robson Homes, is constructing 24 residential units for Tract 8158 in the city of Fremont. Sanitary sewer service to the development will be provided by a new sewer main in Emory Terrace and Emory Common which will be connected an existing sewer main in an existing sanitary sewer easement off of Via San Dimas. The roadways of the development do not meet the City of Fremont street dimensions and structure setback requirements for public streets and were designated as private streets. Robson Homes, LLC has constructed the new sewer main and granted the District a sanitary sewer easement that provides for access, maintenance, and service of the sewer mains in the private roadways. Staff recommended the Board adopt a resolution to accept the sanitary sewer easement for Tract 8158 – Darrow Farm, located near Mission Boulevard, west of Interstate 680, in the city of Fremont.

Easements are generally accepted after the project is constructed, following final phase of construction.

It was moved by Director Toy, seconded by Secretary Lathi, to Adopt Resolution No. 2796, Accepting a Sanitary Sewer Easement for Tract 8158 – Darrow Farm, Located Near Mission Boulevard West of Interstate 680 in the City of Fremont, California. Motion carried unanimously.

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RESOLUTION NO. 2796


**ACCEPT A SANITARY SEWER EASEMENT FOR
TRACT 8158 – DARROW FARM
LOCATED NEAR MISSION BOULEVARD WEST OF INTERSTATE 680
IN THE CITY OF FREMONT, CALIFORNIA**

RESOLVED by the Board of Directors of UNION SANITARY DISTRICT, that it hereby accepts the Grant of Easement from Robson Homes LLC, executed on March 27, 2015, as described in the Grant of Easement for Sanitary Sewer Purposes and by attached Exhibit A and Exhibit B.

FURTHER RESOLVED by the Board of Directors of UNION SANITARY DISTRICT that it hereby authorizes the General Manager/District Engineer, or his designee, to attend to the recordation thereof.


On motion duly made and seconded, this resolution was adopted by the following vote on January 9, 2017:

AYES: Fernandez, Handley, Kite, Lathi, Toy
NOES: None
ABSENT: None
ABSTAIN: None



TOM HANDLEY
President, Board of Directors
Union Sanitary District

Attest:



ANJALI LATHI
Secretary, Board of Directors
Union Sanitary District

EXHIBIT A

Real property situate in the City of Fremont, County of Alameda, State of California, and being all of the Private Streets known as Emory Common and Emory Terrace, along with the Sanitary Sewer Easement(s) as labeled "SSE" dedicated and shown on Exhibit B – Plat Map of Sanitary Sewer Easement Granted to Union Sanitary District.



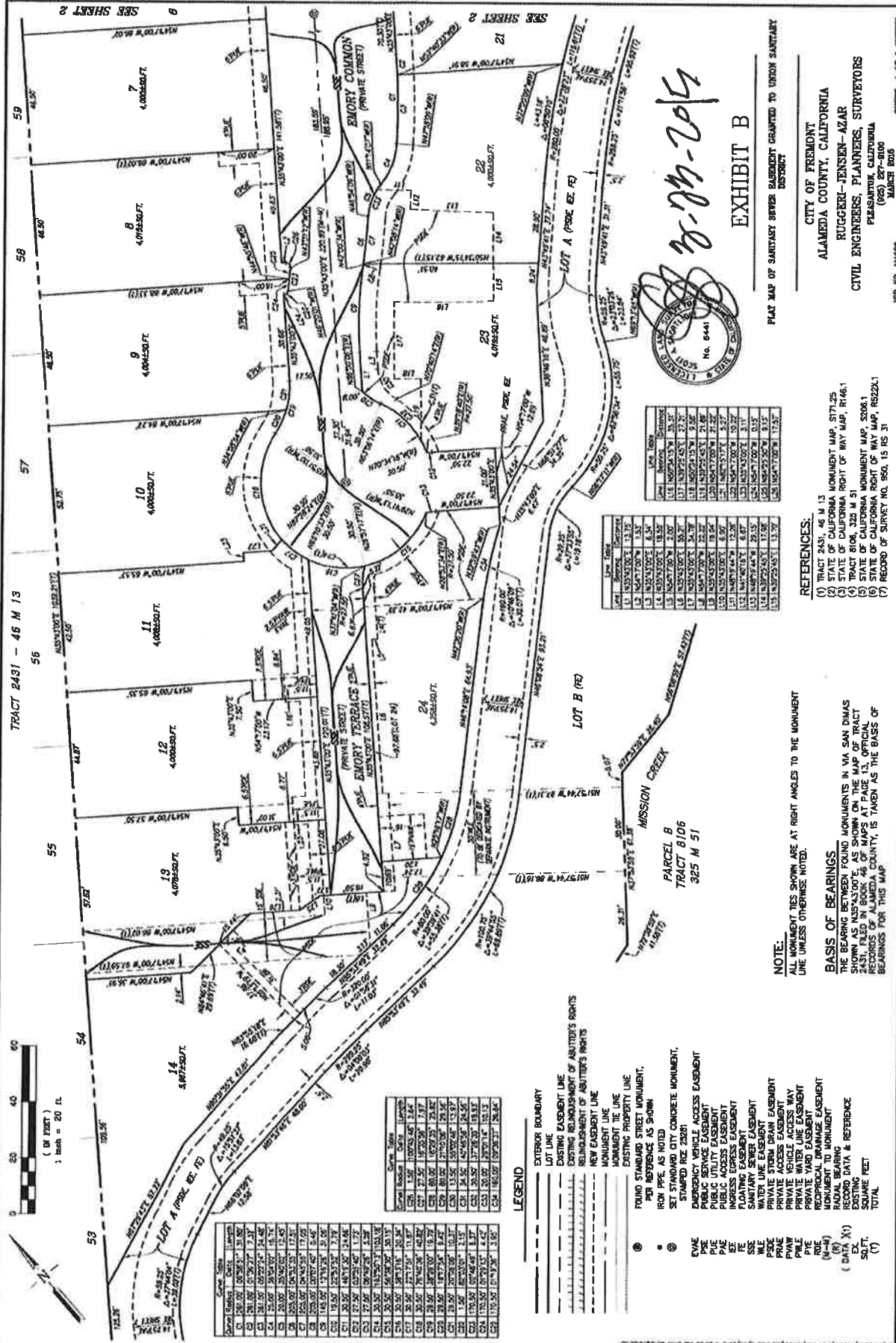


EXHIBIT B

PLAT MAP OF SANITARY SEWER BASELINE GRANTED TO UNION SANITARY DISTRICT

CITY OF FREMONT
 ALAMEDA COUNTY, CALIFORNIA
 RUGGERI-JENSEN-AZAR
 CIVIL ENGINEERS, PLANNERS, SURVEYORS
 FLEMING & CO. INC.
 (925) 221-4800
 MARCH 2015

JOB NO. 111996
 SHEET 1 OF 2 SHEETS



LINE	TYPE	BEARING	LENGTH
1	MONUMENT	N 13° 54' 30" E	13.75
2	MONUMENT	S 88° 15' 00" W	13.75
3	MONUMENT	S 88° 15' 00" W	13.75
4	MONUMENT	N 13° 54' 30" E	13.75
5	MONUMENT	N 13° 54' 30" E	13.75
6	MONUMENT	S 88° 15' 00" W	13.75
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18	MONUMENT	S 88° 15' 00" W	13.75
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40	MONUMENT	N 13° 54' 30" E	13.75
41	MONUMENT	N 13° 54' 30" E	13.75
42	MONUMENT	S 88° 15' 00" W	13.75
43	MONUMENT	S 88° 15' 00" W	13.75
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58	MONUMENT	S 88° 15' 00" W	13.75
59	MONUMENT	S 88° 15' 00" W	13.75
60	MONUMENT	N 13° 54' 30" E	13.75

- REFERENCES:**
- TRACT 2431, 46 M 13
 - STATE OF CALIFORNIA MONUMENT MAP, 5770.25
 - STATE OF CALIFORNIA RIGHT OF WAY MAP, R146.1
 - TRACT 8106, 325 M 51
 - STATE OF CALIFORNIA MONUMENT MAP, 5206.1
 - STATE OF CALIFORNIA RIGHT OF WAY MAP, R5224.1
 - STATE OF SURVEY NO. 950, 15 RS 31

NOTE:
 ALL MONUMENT TIES SHOWN ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.

BEARING OF BEARINGS
 THE BEARING BETWEEN FOUND MONUMENTS IN VA. SAN DIMAS SHOWN AS N35°43'00"E, AS SHOWN ON THE MAP OF TRACT 2431, FILED IN BOOK 46 OF MAPS AT PAGE 13, OFFICIAL RECORDS OF ALAMEDA COUNTY, IS TAKEN AS THE BASIS OF BEARINGS FOR THIS MAP.

LEGEND

- EXTERIOR BOUNDARY
- LOT LINE
- EXISTING EASEMENT LINE
- EXISTING ENCROACHMENT OF ADJACENT'S RIGHTS
- REMOVAL OF ADJACENT'S RIGHTS
- NEW EASEMENT LINE
- MONUMENT LINE
- EXISTING PROPERTY LINE
- PER REFERENCE AS SHOWN
- SET STANDARD CITY CONCRETE MONUMENT, STAMPED RCE 2328
- IRON PIPE, AS NOTED
- FOUND STANDARD STREET MONUMENT,
- EMERGENCY VEHICLE ACCESS EASEMENT
- PUBLIC SERVICE EASEMENT
- PUBLIC ACCESS EASEMENT
- INGRESS EGRESS EASEMENT
- FLOATING EASEMENT
- WATER LINE EASEMENT
- PRIVATE STORM DRAIN EASEMENT
- PRIVATE VEHICLE ACCESS WAY
- PRIVATE VEHICLE EASEMENT
- PRIVATE YARD EASEMENT
- RECIPROCAL DRAINAGE EASEMENT
- MONUMENT TO MONUMENT
- RADIAL BEARING
- EXISTING DATA & REFERENCE
- SQUARE FEET
- TOTAL

Station	Curve Data	Length
C1	1000.00' RADIUS	100.00'
C2	1000.00' RADIUS	100.00'
C3	1000.00' RADIUS	100.00'
C4	1000.00' RADIUS	100.00'
C5	1000.00' RADIUS	100.00'
C6	1000.00' RADIUS	100.00'
C7	1000.00' RADIUS	100.00'
C8	1000.00' RADIUS	100.00'
C9	1000.00' RADIUS	100.00'
C10	1000.00' RADIUS	100.00'
C11	1000.00' RADIUS	100.00'
C12	1000.00' RADIUS	100.00'
C13	1000.00' RADIUS	100.00'
C14	1000.00' RADIUS	100.00'
C15	1000.00' RADIUS	100.00'
C16	1000.00' RADIUS	100.00'
C17	1000.00' RADIUS	100.00'
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C26	1000.00' RADIUS	100.00'
C27	1000.00' RADIUS	100.00'
C28	1000.00' RADIUS	100.00'
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C30	1000.00' RADIUS	100.00'
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C48	1000.00' RADIUS	100.00'
C49	1000.00' RADIUS	100.00'
C50	1000.00' RADIUS	100.00'

Lot	Area	Perimeter
1	154.50	2076.31
2	154.50	2076.31
3	154.50	2076.31
4	154.50	2076.31
5	154.50	2076.31
6	154.50	2076.31
7	154.50	2076.31
8	154.50	2076.31
9	154.50	2076.31
10	154.50	2076.31
11	154.50	2076.31
12	154.50	2076.31
13	154.50	2076.31

Corner	Station	Bearing	Distance
C1	154.50	S 89° 57' 24" E	4.87
C2	154.50	S 89° 57' 24" E	4.87
C3	154.50	S 89° 57' 24" E	4.87
C4	154.50	S 89° 57' 24" E	4.87
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C63	154.50	S 89° 57' 24" E	4.87
C64	154.50	S 89° 57' 24" E	4.87
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C74	154.50	S 89° 57' 24" E	4.87
C75	154.50	S 89° 57' 24" E	4.87
C76	154.50	S 89° 57' 24" E	4.87
C77	154.50	S 89° 57' 24" E	4.87
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C80	154.50	S 89° 57' 24" E	4.87
C81	154.50	S 89° 57' 24" E	4.87
C82	154.50	S 89° 57' 24" E	4.87
C83	154.50	S 89° 57' 24" E	4.87
C84	154.50	S 89° 57' 24" E	4.87
C85	154.50	S 89° 57' 24" E	4.87
C86	154.50	S 89° 57' 24" E	4.87
C87	154.50	S 89° 57' 24" E	4.87
C88	154.50	S 89° 57' 24" E	4.87
C89	154.50	S 89° 57' 24" E	4.87
C90	154.50	S 89° 57' 24" E	4.87
C91	154.50	S 89° 57' 24" E	4.87
C92	154.50	S 89° 57' 24" E	4.87
C93	154.50	S 89° 57' 24" E	4.87
C94	154.50	S 89° 57' 24" E	4.87
C95	154.50	S 89° 57' 24" E	4.87
C96	154.50	S 89° 57' 24" E	4.87
C97	154.50	S 89° 57' 24" E	4.87
C98	154.50	S 89° 57' 24" E	4.87
C99	154.50	S 89° 57' 24" E	4.87
C100	154.50	S 89° 57' 24" E	4.87

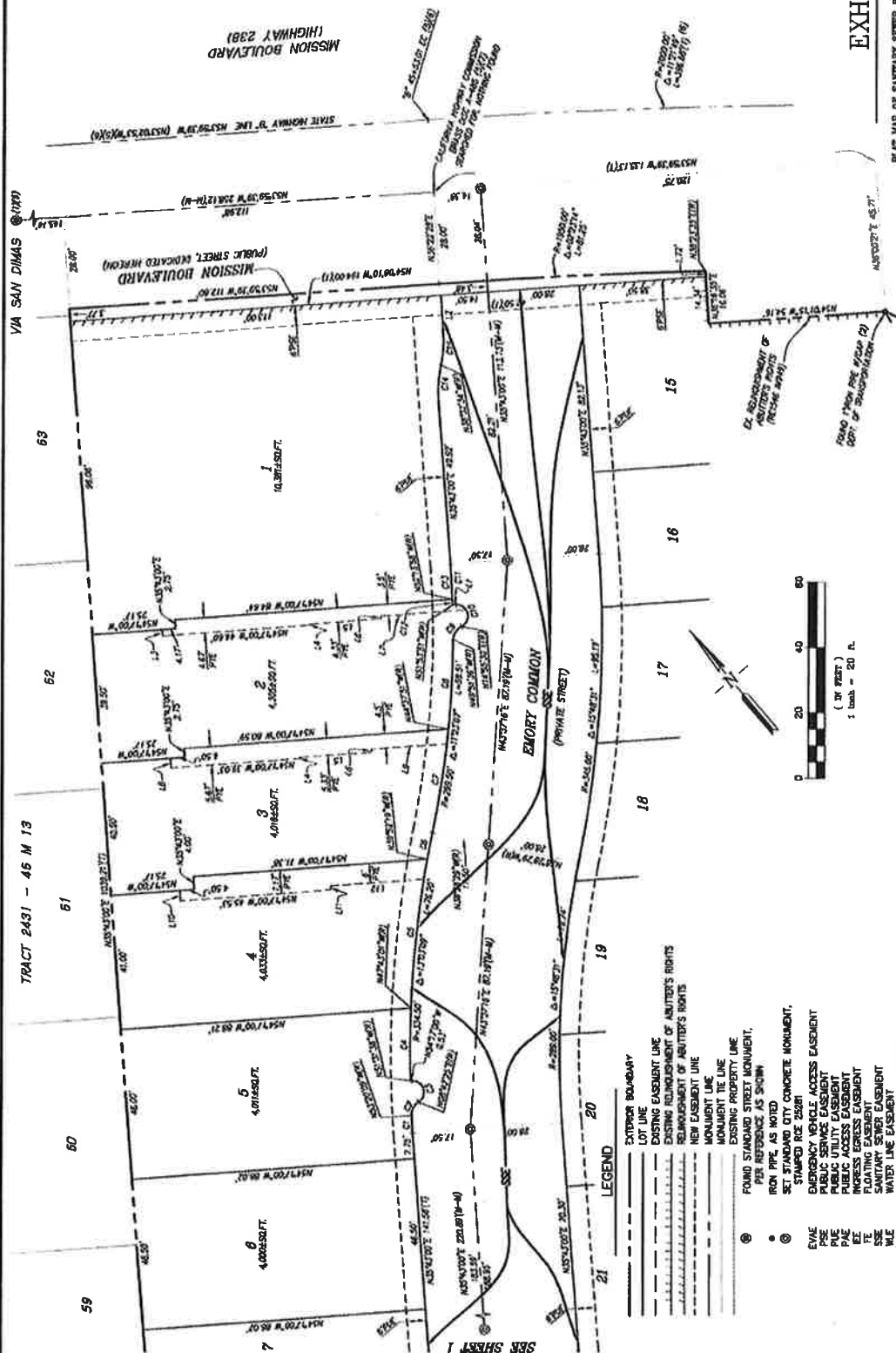
3-23-2015

EXHIBIT B

PLAT MAP OF SANITARY SEWER EASEMENT GRANTED TO UNION SANITARY DISTRICT.

CITY OF FREMONT
ALAMEDA COUNTY, CALIFORNIA
RUGGERI-JENSEN-AZAR
CIVIL ENGINEERS, PLANNERS, SURVEYORS
FREMONT, CALIFORNIA
(925) 227-8000
MARCH 2015

JOB NO. 111096 SHEET 2 OF 2 SUBJECTS



- REFERENCES:**
- (1) TRACT 2431, 46 M 13
 - (2) STATE OF CALIFORNIA MONUMENT MAP, S171.25
 - (3) STATE OF CALIFORNIA RIGHT OF WAY MAP, R1461
 - (4) STATE OF CALIFORNIA MONUMENT MAP, S206.1
 - (5) STATE OF CALIFORNIA RIGHT OF WAY MAP, R222.1
 - (6) STATE OF CALIFORNIA RIGHT OF WAY MAP, R222.1
 - (7) RECORD OF SURVEY NO. 860, 15 RS 31

NOTE:
ALL MONUMENT TIES SHOWN ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.

LEGEND:
 - - - - - SUBMITTER BOUNDARY
 - - - - - LOT LINE
 - - - - - EXISTING EASEMENT LINE
 - - - - - EXISTING RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - NEW EASEMENT LINE
 - - - - - MONUMENT TIE LINE
 - - - - - EXISTING PROPERTY LINE
 - - - - - EXISTING STANDARD STREET MONUMENT.
 - - - - - FOUND MONUMENT AS SHOWN
 - - - - - SET STANDARD CITY CONCRETE MONUMENT.
 - - - - - STAMPED PIPE 260BT
 - - - - - EXISTING WATER MAIN EASEMENT
 - - - - - EXISTING PUBLIC UTILITY EASEMENT
 - - - - - EXISTING PUBLIC ACCESS EASEMENT
 - - - - - EXISTING INGRESS EGRESS EASEMENT
 - - - - - EXISTING SANITARY SEWER EASEMENT
 - - - - - EXISTING WATER LINE EASEMENT
 - - - - - EXISTING PRIVATE STORM SEWER EASEMENT
 - - - - - EXISTING PRIVATE ACCESS EASEMENT
 - - - - - EXISTING PRIVATE DRIVE EASEMENT
 - - - - - EXISTING PRIVATE YARD EASEMENT
 - - - - - EXISTING RECIPROCAL DRAINAGE EASEMENT
 - - - - - EXISTING RECIPROCAL BOUNDARY MONUMENT
 - - - - - EXISTING RECORD DATA & REFERENCE
 - - - - - EXISTING SQUARE FEET
 - - - - - TOTAL
 (1)



LEGEND:
 - - - - - SUBMITTER BOUNDARY
 - - - - - LOT LINE
 - - - - - EXISTING EASEMENT LINE
 - - - - - EXISTING RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - NEW EASEMENT LINE
 - - - - - MONUMENT TIE LINE
 - - - - - EXISTING PROPERTY LINE
 - - - - - EXISTING STANDARD STREET MONUMENT.
 - - - - - FOUND MONUMENT AS SHOWN
 - - - - - SET STANDARD CITY CONCRETE MONUMENT.
 - - - - - STAMPED PIPE 260BT
 - - - - - EXISTING WATER MAIN EASEMENT
 - - - - - EXISTING PUBLIC UTILITY EASEMENT
 - - - - - EXISTING PUBLIC ACCESS EASEMENT
 - - - - - EXISTING INGRESS EGRESS EASEMENT
 - - - - - EXISTING SANITARY SEWER EASEMENT
 - - - - - EXISTING WATER LINE EASEMENT
 - - - - - EXISTING PRIVATE STORM SEWER EASEMENT
 - - - - - EXISTING PRIVATE ACCESS EASEMENT
 - - - - - EXISTING PRIVATE DRIVE EASEMENT
 - - - - - EXISTING PRIVATE YARD EASEMENT
 - - - - - EXISTING RECIPROCAL DRAINAGE EASEMENT
 - - - - - EXISTING RECIPROCAL BOUNDARY MONUMENT
 - - - - - EXISTING RECORD DATA & REFERENCE
 - - - - - EXISTING SQUARE FEET
 - - - - - TOTAL
 (1)

NOTE:
ALL MONUMENT TIES SHOWN ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.

LEGEND:
 - - - - - SUBMITTER BOUNDARY
 - - - - - LOT LINE
 - - - - - EXISTING EASEMENT LINE
 - - - - - EXISTING RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - RELINQUISHMENT OF ABUTTER'S RIGHTS
 - - - - - NEW EASEMENT LINE
 - - - - - MONUMENT TIE LINE
 - - - - - EXISTING PROPERTY LINE
 - - - - - EXISTING STANDARD STREET MONUMENT.
 - - - - - FOUND MONUMENT AS SHOWN
 - - - - - SET STANDARD CITY CONCRETE MONUMENT.
 - - - - - STAMPED PIPE 260BT
 - - - - - EXISTING WATER MAIN EASEMENT
 - - - - - EXISTING PUBLIC UTILITY EASEMENT
 - - - - - EXISTING PUBLIC ACCESS EASEMENT
 - - - - - EXISTING INGRESS EGRESS EASEMENT
 - - - - - EXISTING SANITARY SEWER EASEMENT
 - - - - - EXISTING WATER LINE EASEMENT
 - - - - - EXISTING PRIVATE STORM SEWER EASEMENT
 - - - - - EXISTING PRIVATE ACCESS EASEMENT
 - - - - - EXISTING PRIVATE DRIVE EASEMENT
 - - - - - EXISTING PRIVATE YARD EASEMENT
 - - - - - EXISTING RECIPROCAL DRAINAGE EASEMENT
 - - - - - EXISTING RECIPROCAL BOUNDARY MONUMENT
 - - - - - EXISTING RECORD DATA & REFERENCE
 - - - - - EXISTING SQUARE FEET
 - - - - - TOTAL
 (1)

BASIS OF BEARINGS
THE BEARING FOUND MONUMENTS IN VIA SAN DIMAS SHOWN AS N53°45'00" E, AS SHOWN ON THE MAP OF TRACT 2431, 46 M 13, ALAMEDA COUNTY, CALIFORNIA, RECORDS OF ALAMEDA COUNTY, IS TAKEN AS THE BASIS OF BEARINGS FOR THIS MAP

CONSIDER A RESOLUTION TO ACCEPT A SANITARY SEWER EASEMENT FOR TRACT 8207 – PALMDALE ESTATES PHASE 1A, LOCATED NEAR MISSION BOULEVARD, WEST OF SAINT JOSEPH TERRACE IN THE CITY OF FREMONT

This item was reviewed by the Legal/Community Affairs Committee. Technical Services Manager Ghossain stated Robson Homes is constructing 15 single-family residential units for Phase 1A of Tract 8207 in the city of Fremont. Robson Homes, LLC has constructed new sewer mains within the private streets of the residential development, and has granted the District a sanitary sewer easement that provides for access, maintenance, and service of the new sewer mains in the private roadways. Staff recommended the Board adopt a resolution to accept a sanitary sewer easement for Tract 8207 – Palmdale Estates Phase 1A, located on Mission Boulevard west of Saint Joseph Terrace in the city of Fremont.

It was moved by Secretary Lathi, seconded by Director Toy, to Adopt Resolution No. 2797, Accepting a Sanitary Sewer Easement for Tract 8207 – Palmdale Estates Phase 1A, Located Near Mission Boulevard West of Saint Joseph Terrace in the City of Fremont, California. Motion carried unanimously.

####

RESOLUTION NO. 2797

**ACCEPT A SANITARY SEWER EASEMENT FOR
TRACT 8207 – PALMDALE ESTATES PHASE 1A
LOCATED NEAR MISSION BOULEVARD WEST OF SAINT JOSEPH TERRACE
IN THE CITY OF FREMONT, CALIFORNIA**

RESOLVED by the Board of Directors of UNION SANITARY DISTRICT, that it hereby accepts the Grant of Easement from Robson Homes LLC, executed on April 5, 2016, as described in the Grant of Easement for Sanitary Sewer Purposes and by attached Exhibit A and Exhibit B.

FURTHER RESOLVED by the Board of Directors of UNION SANITARY DISTRICT that it hereby authorizes the General Manager/District Engineer, or his designee, to attend to the recordation thereof.

On motion duly made and seconded, this resolution was adopted by the following vote on January 9, 2017:

AYES: Fernandez, Handley, Kite, Lathi, Toy
NOES: None
ABSENT: None
ABSTAIN: None



TOM HANDLEY
President, Board of Directors
Union Sanitary District

Attest:



ANJALI LATHI
Secretary, Board of Directors
Union Sanitary District

November 22, 2016

EXHIBIT "A"

LEGAL DESCRIPTION FOR

**SANITARY SEWER EASEMENT (SSE)
CITY OF FREMONT, CALIFORNIA**

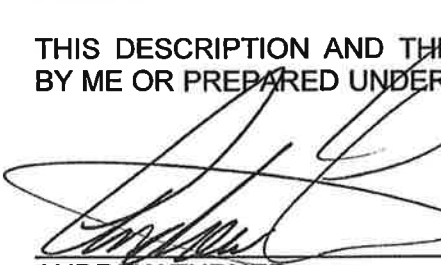
ALL THAT CERTAIN REAL PROPERTY SITUATE IN THE CITY OF FREMONT,
COUNTY OF ALAMEDA, STATE OF CALIFORNIA, DESCRIBED AS FOLLOWS:

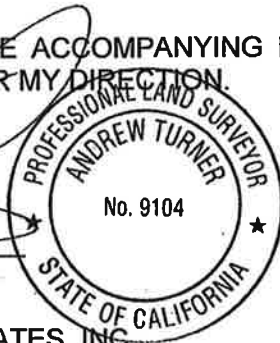
BEING ALL OF LOTS B, C, D & E, LABELED AS S.S.E. – SANITARY SEWER
EASEMENT AS SHOWN UPON THAT CERTAIN SUBDIVISION MAP ENTITLED
"TRACT 8207", RECORDED DECEMBER 18, 2015 IN BOOK 337 OF MAPS, AT
PAGES 1-11 IN THE OFFICE OF THE RECORDER OF SAID ALAMEDA COUNTY

CONTAINING AN AREA OF 26,076 SQUARE FEET (0.599 ACRES) OF LAND,
MORE OR LESS.

A PLAT ENTITLED "EXHIBIT B" IS ATTACHED HERETO AND MADE A PART
HEREOF.

THIS DESCRIPTION AND THE ACCOMPANYING PLAT WERE PREPARED
BY ME OR PREPARED UNDER MY DIRECTION.


ANDREW TURNER
LS 9104
CIVIL ENGINEERING ASSOCIATES, INC.
JOB NO. 12-134



11/22/16
DATE

EXHIBIT B

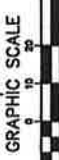
CITY OF FRODOT, ALAMEDA COUNTY, CALIFORNIA
 PLAT MAP OF SANITARY SEWER EASEMENT GRANTED TO INHAB SANITARY DISTRICT.



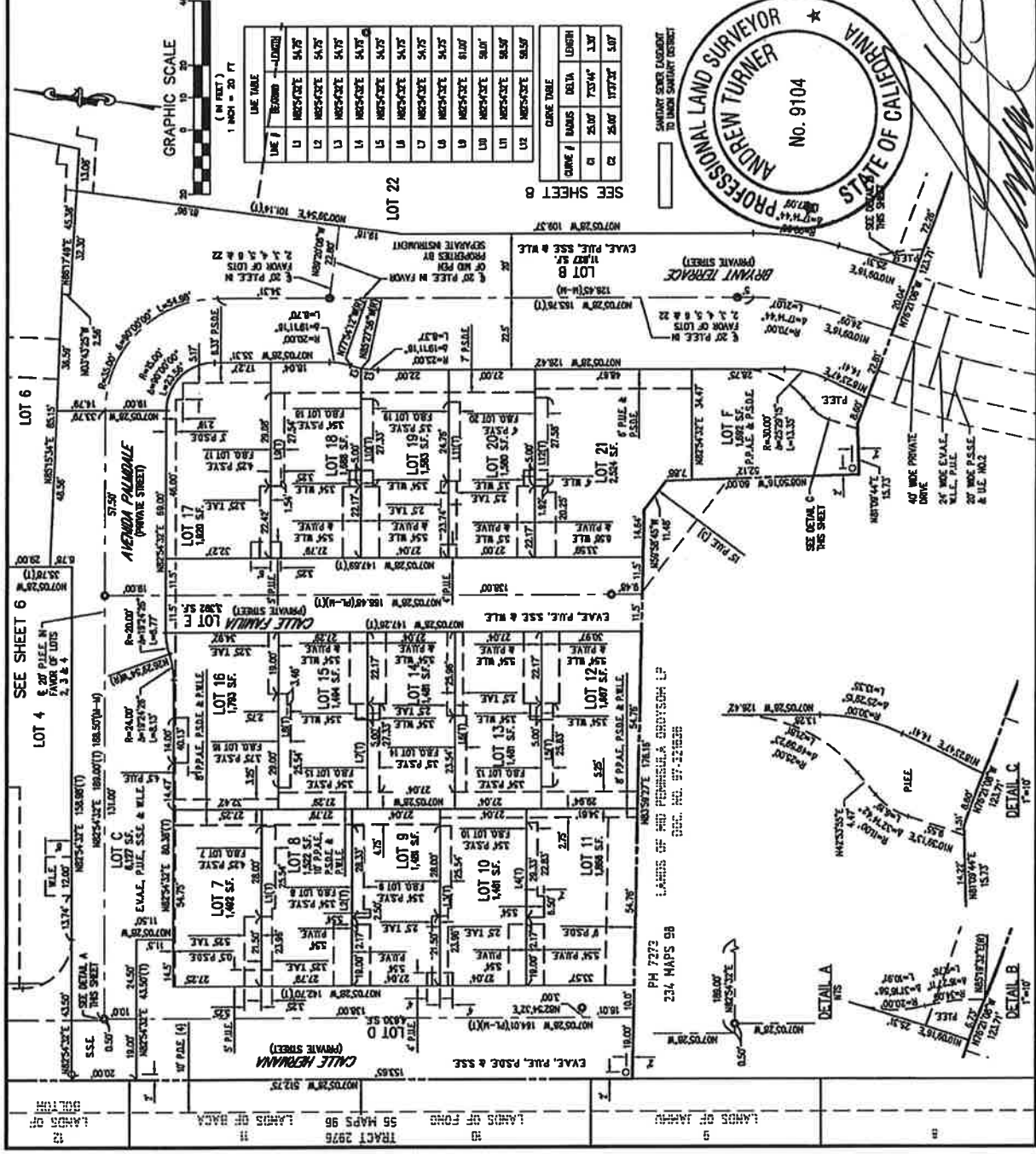
Civil Engineers - Planners - Surveyors
 224 Airport Parkway Suite 525
 San Jose, CA 95110

LEGEND

- DISTINCTIVE BOUNDARY
- RIGHT OF WAY
- NEW LOT LINE
- EXISTING LOT LINE
- CENTERLINE
- MONUMENT LINE
- NEW EASEMENT LINE
- EXISTING EASEMENT LINE
- BOUNDARY TO MONUMENT
- FOUND BRASS DISK IN CITY MONUMENT WELL (AS NOTED)
- SET STAKES FOR PUBLIC STREET MONUMENT
- FOUND IRON PIPE, TANGLED R.L.C. JN554
- MONUMENT TO MONUMENT
- PROPERTY LINE TO MONUMENT
- RECORD DATA
- RANAL BEARING
- TOTAL
- SEARCHED FOR NOT FOUND
- ACCESS EASEMENT
- CONSERVATION EASEMENT
- EMERGENCY VEHICLE ACCESS EASEMENT
- FOR BENEFIT OF
- LANDSCAPE EASEMENT
- POSITIONAL EASEMENT
- PRIVATE DRAINAGE EASEMENT
- PRIVATE WALKWAY AND DRIVEWAY EASEMENT
- PRIVATE SANITARY SEWER EASEMENT
- PRIVATE SIDE YARD EASEMENT
- PRIVATE STORM DRAIN EASEMENT
- PRIVATE UTILITY AND VEHICLE EASEMENT
- PRIVATE WATER LINE EASEMENT
- PUBLIC UTILITY EASEMENT
- SANITARY SEWER EASEMENT
- STORM DRAIN EASEMENT
- TRASH AREA EASEMENT
- UTILITY EASEMENT (PRIVATE)
- WATER LINE EASEMENT



LINE #	BEARING	LENGTH
U1	N 87° 52' 00" E	54.75
U2	N 87° 52' 00" E	54.75
U3	N 87° 52' 00" E	54.75
U4	N 87° 52' 00" E	54.75
U5	N 87° 52' 00" E	54.75
U6	N 87° 52' 00" E	54.75
U7	N 87° 52' 00" E	54.75
U8	N 87° 52' 00" E	54.75
U9	N 87° 52' 00" E	54.75
U10	N 87° 52' 00" E	54.75
U11	N 87° 52' 00" E	54.75
U12	N 87° 52' 00" E	54.75



NOTES

- ALL DIMENSIONS SHOWN HEREON ARE IN FEET AND DECIMALS THEREOF.
- THE AREA WITHIN THE DISTINCTIVE BORDER - 14.84 ACRES.

BASE OF BEARINGS

THE BEARING NORTH STATIONED EAST ON THE CENTERLINE OF WASHINGTON BOULEVARD, EXTENDING TO THE POINT OF BEGINNING OF THIS PLAT MAP, WAS RECORDED IN BOOK 213 OF MAPS AT PAGE 45, ALAMEDA COUNTY RECORDS, WAS USED AS THE BASIS OF ALL BEARINGS SHOWN ON THIS MAP.

11/22/16

AUTHORIZE THE GENERAL MANAGER TO EXECUTE TASK ORDER NO. 2 WITH CAROLLO ENGINEERS FOR THE PLANT SOLIDS SYSTEM/CAPACITY ASSESSMENT

This item was reviewed by the Engineering and Information Technology Committee. Technical Services Manager Ghossain stated the Plant's influent flows have been steadily decreasing while influent total suspended solids have been increasing. The treatment plant is currently rated for a treatment capacity of 33 MGD, which was based on lower influent solids concentrations than those currently experienced. Additionally, regulatory requirements to implement nutrient removal and other future projects may impact the Plant's operations and further affect treatment capacity. Phase 1 of the Project was to determine the current capacity of the treatment plant solids system, specifically for the removal of conventional pollutants, and also evaluated planning for potential changes in the future or treatment process improvements. Phase 2 of the Project will determine the current capacity of the liquids side of the treatment plant unit processes and methods for process optimization. Following completion of Phase 1 and Phase 2, a report will be generated to be used as a key component of the Plant Master Plan project that has already begun. Staff recommended the Board authorize the General Manager to execute Task Order No. 2 with Carollo Engineers in the amount of \$279,698 for the Plant Solids System/Capacity Assessment.

It was moved by Vice President Kite, seconded by Director Fernandez, to Authorize the General Manager to Execute Task Order No. 2 with Carollo Engineers for the Plant Solids System/Capacity Assessment. Motion carried unanimously.

AUTHORIZE THE GENERAL MANAGER TO EXECUTE AN AGREEMENT AND TASK ORDER NO. 1 WITH CH2M HILL ENGINEERS, INC. FOR THE ODOR CONTROL ALTERNATIVES STUDY

This item was reviewed by the Engineering and Information Technology Committee. Technical Services Manager Ghossain introduced Jay Witherspoon, project manager of the Odor Control Alternatives Study from CH2M HILL Engineers, Inc. Previous odor control evaluations focused on technologies similar to existing technology at the District and fit within constraints of the existing property. Staff would like to hire a consultant to conduct additional air sampling, develop and run a new odor dispersion model, and focus on evaluating alternative odor control technologies not identified in previous odor control evaluations. A Request for Proposals for the Odor Control Alternatives Study was sent to seven firms. A panel consisting of engineering and operations staff reviewed the proposals and selected CH2M HILL for the Study due to their proposed team members' relevant experience, qualifications, and approach to the project. Staff recommended the Board authorize the General Manager to execute an Agreement and Task Order No. 1 with CH2M HILL Engineers, Inc. in the amount of \$139,801 for the Odor Control Alternatives Study.

It was moved by Director Fernandez, seconded by Vice President Kite, to Authorize the General Manager to Execute an Agreement and Task Order No. 1 with CH2M HILL Engineers, Inc. for the Odor Control Alternatives Study. Motion carried unanimously.

CONSIDER A RESOLUTION TO ACCEPT THE CONSTRUCTION OF THE ALVARADO-NILES ROAD SANITARY SEWER REHABILITATION PROJECT FROM SAK CONSTRUCTION AND AUTHORIZE RECORDATION OF A NOTICE OF COMPLETION

This item was reviewed by the Engineering and Information Technology Committee. Technical Services Manager Ghossain stated television inspections of the Alvarado Basin identified portions of the Alvarado-Niles Road trunk sewer as having extensive corrosion due to Hydrogen Sulfide. These sewers were installed in the mid 1960's using reinforced concrete pipe that is highly susceptible to corrosion. The Project rehabilitated approximately 9,200 linear feet of the existing reinforced concrete trunk sewer which runs from under the Alvarado-Niles Road Bridge in Fremont to the vicinity of the Alvarado-Niles Road and Western Avenue intersection in Union City. The Project also rehabilitated approximately 125 linear feet of existing cast iron pipe at four locations. SAK Construction substantially completed the Project on October 11, 2016, all punchlist work has been completed, and the District has assumed beneficial use of the Project. Staff recommended the Board adopt a resolution to accept the construction of the Alvarado-Niles Road Sanitary Sewer Rehabilitation Project from SAK Construction, and authorize recordation of a Notice of Completion.

It was moved by Director Toy, seconded by Vice President Kite, to Adopt Resolution No. 2798, Accepting Construction of the Alvarado-Niles Road Sanitary Sewer Rehabilitation Project Located in the City of Union City, California, from SAK Construction, LLC. Motion carried unanimously.

####

RESOLUTION NO. 2798


**ACCEPT CONSTRUCTION OF THE
ALVARADO-NILES ROAD SANITARY SEWER REHABILITATION PROJECT
LOCATED IN THE CITY OF UNION CITY, CALIFORNIA
FROM SAK CONSTRUCTION, LLC**

RESOLVED, by the Board of Directors of the UNION SANITARY DISTRICT that it hereby accepts the Alvarado-Niles Road Sanitary Sewer Rehabilitation Project from SAK Construction, LLC, effective January 9, 2017.

FURTHER RESOLVED: That the Board of Directors of the UNION SANITARY DISTRICT authorize the General Manager/District Engineer, or his designee, to execute and record a "Notice of Completion" for the Project.

On motion duly made and seconded, this resolution was adopted by the following vote on January 9, 2017:

AYES: Fernandez, Handley, Kite, Lathi, Toy
NOES: None
ABSENT: None
ABSTAIN: None



TOM HANDLEY
President, Board of Directors
Union Sanitary District

Attest:



ANJALI LATHI
Secretary, Board of Directors
Union Sanitary District



**RECORDING REQUESTED BY
AND WHEN RECORDED
RETURN TO:**

**Regina McEvoy
Union Sanitary District
5072 Benson Road
Union City, CA 94587**

NO RECORDING FEE – PER GOVERNMENT CODE SECTIONS 6103 & 27283 (R&T Code 11911)

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN by the **UNION SANITARY DISTRICT**, Alameda County, California, that the work hereinafter described, the contract for the construction of which was entered into on March 21, 2016, by said District and **SAK CONSTRUCTION, LLC**, 864 Hoff Rd., O'Fallon, MO 63366, Contractor for the Project, "Alvarado-Niles Road Sanitary Sewer Rehabilitation Project," was substantially completed on October 11, 2016, and accepted by said District on January 9, 2017.

The name and address of the owner is the **UNION SANITARY DISTRICT**, at 5072 Benson Road, Union City, CA 94587.

The estate or interest of the owner is: **FEE SIMPLE ABSOLUTE.**

The description of the site where said work was performed and completed is on Alvarado-Niles Road, in the city of Union City, County of Alameda, State of California.

The undersigned declares under penalty of perjury that the foregoing is true and correct.

Executed on January 9, 2017 at **UNION CITY, CALIFORNIA.**

**PAUL R. ELDREDGE, P.E.
GENERAL MANAGER/DISTRICT ENGINEER
UNION SANITARY DISTRICT**

ACKNOWLEDGMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

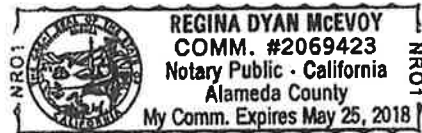
State of California
County of Alameda)

On January 13, 2017 before me, Regina Dyan McEvoy, Notary Public
(insert name and title of the officer)

personally appeared Paul R. Eldredge
who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.



Signature Regina McEvoy (Seal)

REVIEW AND CONSIDER APPROVAL OF THE PRINCIPAL AND FINANCIAL ANALYST JOB SERIES

This item was reviewed by the Personnel Committee. Business Services Manager/CFO Arends-King stated proposed modifications to the Senior Accountant and Principal Financial Analyst positions were evaluated and discussed at the Board workshop held December 19, 2016. A thorough study of the job duties for both positions was completed and it was determined the current positions were separate with little to no overlapping or sharing of job duties or knowledge. Staff proposed replacing the existing classification of Senior Accountant and Principal Financial Analyst with a new Accounting and Financial Analyst series. The new series would include the following three new positions: Accounting and Financial Analyst I and II and Senior Accounting and Financial Analyst. The Senior Accountant and Financial Analyst position would be filled, and either the Accounting and Financial Analyst I or II would be filled depending upon the qualifications of the candidate pool. Staff recommended the Board consider approval of the Accounting and Financial Analyst job series and salary range.

It was moved by Vice President Kite, seconded by Director Toy, to Approve the Accounting and Financial Analyst Job Series and Salary Range. Motion carried unanimously.

REVIEW AND CONSIDER APPROVAL OF REVISED CLASS DESCRIPTION AND SALARY FOR THE POSITION OF ASSISTANT TO THE GENERAL MANAGER/BOARD SECRETARY

This item was reviewed by the Personnel Committee. Human Resources Manager Tolbert presented a desk item showing the redline of proposed changes to the existing job description for the Assistant to the General Manager/Board Secretary, and stated the desk item would be added to the Board meeting packet. The current Assistant to the General Manager/Board Secretary class description was modified to add the duties of overseeing the District records management program and records retention schedules, and maintain associated policies and documents as well as updated to clarify existing duties and responsibilities. It was proposed that the classification title change to Executive Assistant to the General Manager/Board Clerk. Based upon a salary survey and the additional duties, a salary adjustment increase was recommended. The proposed changes were presented for discussion at the Board workshop held December 19, 2016. Staff recommended the Board consider approving proposed revisions to the Assistant to the General Manager/Board Secretary class description and salary.

It was moved by Director Toy, seconded by Vice President Kite, to Approve Revisions to the Assistant to the General Manager/Board Secretary Class Description and Salary. Motion carried unanimously.

REVIEW AND CONSIDER APPROVAL OF REVISED AND CURRENT PUBLICLY AVAILABLE PAY SCHEDULES

This item was reviewed by the Personnel Committee. Human Resources Manager Tolbert stated CalPERS conducts random audits to ensure compliance with rules and regulations. CalPERS conducted an audit for the fiscal periods of July 1, 2011 through June 30, 2014. A final report was issued, and staff have been working with CalPERS to resolve the audit findings. Staff recommended the Board approve and sign the revised and current Publicly Available Pay Schedules presented in the Board meeting packet.

It was moved by Vice President Kite, seconded by Director Fernandez, to Approve and Sign the Revised and Current Publicly Available Pay Schedules. Motion carried unanimously.

INFORMATION ITEMS:

Check Register

All questions were answered to the Board's satisfaction.

Report on the East Bay Dischargers Authority (EBDA) Meeting of December 15, 2016

Director Toy provided an overview of the report included in the Board Meeting Packet.

COMMITTEE MEETING REPORTS:

The Legal/Community Affairs and Engineering and Information Technology Committee meetings were canceled due to a lack of quorum, and individual briefings were conducted. The Personnel Committee met.

A Board Workshop to review the proposed Ad Hoc Communications Strategy has been scheduled for January 31, 2017.

GENERAL MANAGER'S REPORT:

General Manager Eldredge reported the following:

- The recent wet weather storms did not overload the Plant; the highest reported flow was 46 MGD.
- Staff will prepare an item to be presented at the next Board meeting to discuss dates for the 2018 Centennial Open House. Vice President Kite requested staff present options for Board involvement in planning the Centennial Open House.
- The General Manager will attend the California Association for Sanitation Agencies (CASA) Conference the week of January 17, 2017.
- EBDA General Manager Mike Connor will provide a presentation on the Singapore Water Conference he attended at the January 23, 2017, Board meeting.

UNION SANITARY DISTRICT PAY SCHEDULE

Effective March 11, 2012		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi- Weekly Pay Rate
Accountant I	\$2,644.38	\$3,091.50
Accountant II	\$2,908.81	\$3,400.66
Accounting Tech Specialist	\$2,850.79	\$3,334.15
Accounting Technician 1	\$2,303.68	\$2,694.28
Accounting Technician 2	\$2,534.06	\$2,963.69
Administrative Specialist I	\$2,145.02	\$2,633.52
Administrative Specialist II	\$2,257.91	\$2,772.12
Assistant Engineer	\$3,038.32	\$3,987.79
Assistant to the General Manager	\$2,686.64	\$3,526.22
Associate Engineer	\$3,482.63	\$4,570.95
Buyer I	\$2,218.84	\$2,912.22
Buyer II	\$2,610.39	\$3,426.14
Chemist 1	\$3,195.50	\$3,623.55
Chemist 2	\$3,355.29	\$3,804.74
Coach, Business Services	\$4,064.38	\$5,334.50
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,532.49	\$5,948.90
Coach, Collection Services	\$3,667.54	\$4,813.64
Coach, Customer Service, Technical Support & Customer Service	\$4,176.51	\$5,481.67
Coach, Environmental Compliance	\$3,480.06	\$4,567.58
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,647.88	\$4,787.85
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,656.76	\$4,799.50
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,683.30	\$4,834.33
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,683.30	\$4,834.33
Collection System Worker I	\$2,411.23	\$2,720.82
Collection System Worker II	\$2,652.36	\$2,992.91
Communications Coordinator	\$3,041.15	\$3,696.12
Construction Inspector 1	\$2,603.11	\$3,165.84
Construction Inspector 2	\$2,863.40	\$3,482.42
Construction Inspector 3	\$2,977.95	\$3,621.72
Customer Service Fee Analyst	\$2,475.54	\$3,009.35
Engineering Assistant/Plan Checker	\$3,197.41	\$3,882.82
Engineering Technician 1	\$2,513.35	\$3,054.64
Engineering Technician 2	\$2,764.69	\$3,360.10

Effective March 11, 2012

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Engineering Technician 3	\$3,041.15	\$3,696.12
Environmental Control (EC) Inspector 1	\$2,460.19	\$2,990.74
Environmental Control (EC) Inspector 3	\$3,072.24	\$3,734.76
Environmental Control (EC) Inspector 4	\$3,287.29	\$3,996.19
Environmental Control (EC) Outreach Representative	\$3,072.24	\$3,734.76
Environmental Control (EC) Specialist/Outreach	\$3,287.29	\$3,996.19
Environmental Control (EC)Inspector 2	\$2,767.77	\$3,364.65
Environmental Health and Safety Program Manager	\$3,448.32	\$4,525.92
Environmental Program Coordinator	\$3,148.62	\$4,132.57
Fleet Mechanic 1	\$2,656.25	\$3,016.70
Fleet Mechanic 2	\$2,975.01	\$3,378.71
General Manager	\$6,443.30	\$8,456.84
Human Resources Administrator	\$4,150.04	\$5,446.93
Human Resources Analyst	\$2,896.01	\$3,801.01
Information Technology Analyst	\$2,755.41	\$3,616.47
InformationTechnology Administrator	\$3,673.23	\$4,821.12
Instrument Tech/Electrician	\$3,257.86	\$3,715.95
Janitor	\$1,661.18	\$2,017.66
Laborator Analyst	\$3,043.18	\$3,450.84
Laboratory Director	\$3,670.98	\$4,507.01
Lead Collection System Worker	\$2,917.59	\$3,292.20
Maintenance Assistant	\$1,066.53	\$1,296.37
Manager, Business Services	\$5,754.70	\$7,553.05
Manager, Collection Services	\$5,482.59	\$7,195.90
Manager, Fabrication, Maintenance & Construction	\$5,482.59	\$7,195.90
Manager, Technical Support/Customer Services	\$5,482.59	\$7,195.90
Manager, Treatment & Disposal Services	\$5,482.59	\$7,195.90
Mechanic 1	\$2,687.23	\$3,051.90
Mechanic 2	\$3,009.71	\$3,418.14
Mechanic XL	\$3,589.05	\$3,589.05
Office Assistant 1	\$1,735.04	\$2,132.18
Office Assistant 2	\$1,977.94	\$2,430.66
Office Assistant 3	\$2,175.74	\$2,673.75
Painter	\$2,510.14	\$3,136.57
Planner/Scheduler 1	\$2,883.46	\$3,503.92
Planner/Scheduler 2	\$3,100.66	\$3,767.90
Plant Operations Trainer	\$3,659.72	\$4,139.22
Plant Operator 1	\$2,574.32	\$2,911.59
Plant Operator 2	\$2,857.49	\$3,231.88
Plant Operator 3	\$3,267.61	\$3,695.72
Plant Operator XL	\$3,880.50	\$3,880.50

Effective March 11, 2012

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Principal Engineer	\$4,100.83	\$5,382.34
Principal Financial Analyst	\$3,494.41	\$4,586.41
Purchasing Agent	\$3,379.50	\$4,435.59
Quality Coordinator	\$3,823.04	\$5,017.74
Receptionist	\$1,894.58	\$2,302.74
Senior Accountant	\$2,992.24	\$3,927.31
Senior Database Administrator/Developer	\$3,419.44	\$4,488.01
Senior Engineer	\$3,778.75	\$4,959.61
Senior Geographic Information System (GIS)/Database Administrator	\$3,419.44	\$4,488.01
Senior Information Technology Analyst	\$3,061.56	\$4,018.30
Senior Network Administrator	\$3,317.50	\$4,354.22
Senior Planner/Scheduler	\$3,300.47	\$4,331.86
Stock Clerk	\$2,105.94	\$2,560.79
Storekeeper 1	\$2,663.92	\$3,238.02
Storekeeper 2	\$2,797.13	\$3,399.92
Technical Training Coordinator	\$2,993.70	\$3,929.23
Utility Worker	\$2,208.51	\$2,485.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective September 1, 2012		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,644.38	\$3,091.50
Accountant II	\$2,908.81	\$3,400.66
Accounting Tech Specialist	\$2,850.79	\$3,334.15
Accounting Technician I	\$2,303.68	\$2,694.28
Accounting Technician II	\$2,534.06	\$2,963.69
Administrative Specialist I	\$2,145.02	\$2,633.52
Administrative Specialist II	\$2,257.91	\$2,772.12
Assistant Engineer	\$3,099.08	\$4,067.55
Assistant to the General Manager	\$2,740.37	\$3,596.74
Associate Engineer	\$3,552.28	\$4,662.37
Buyer I	\$2,218.84	\$2,912.22
Buyer II	\$2,662.60	\$3,494.67
Chemist I	\$3,195.50	\$3,623.55
Chemist II	\$3,355.29	\$3,804.74
Coach, Business Services	\$4,145.67	\$5,441.19
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,623.14	\$6,067.88
Coach, Collection Services	\$3,740.89	\$4,909.91
Coach, Customer Service, Technical Support & Customer Service	\$4,260.04	\$5,591.30
Coach, Environmental Compliance	\$3,549.66	\$4,658.93
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,720.84	\$4,883.60
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,729.90	\$4,895.49
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,756.96	\$4,931.02
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,756.96	\$4,931.02
Collection System Worker I	\$2,411.23	\$2,720.82
Collection System Worker II	\$2,652.36	\$2,992.91
Communications Coordinator	\$3,041.15	\$3,696.12
Construction Inspector I	\$2,603.11	\$3,165.84
Construction Inspector II	\$2,863.40	\$3,482.42
Construction Inspector III	\$2,977.95	\$3,621.72
Customer Service Fee Analyst	\$2,475.54	\$3,009.35
Deputy General Manager	5,869.80	7,704.11
Engineering Assistant/Plan Checker	\$3,197.41	\$3,882.82
Engineering Technician I	\$2,513.35	\$3,054.64
Engineering Technician II	\$2,764.69	\$3,360.10
Engineering Technician III	\$3,041.15	\$3,696.12

Effective September 1, 2012

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Control (EC) Inspector I	\$2,460.19	\$2,990.74
Environmental Control (EC) Inspector II	\$2,767.77	\$3,364.65
Environmental Control (EC) Inspector III	\$3,072.24	\$3,734.76
Environmental Control (EC) Inspector IV	\$3,287.29	\$3,996.19
Environmental Control (EC) Outreach Representative	\$3,072.24	\$3,734.76
Environmental Control (EC) Specialist/Outreach	\$3,287.29	\$3,996.19
Environmental Health and Safety Program Manager	\$3,517.29	\$4,616.44
Environmental Program Coordinator	\$3,211.60	\$4,215.22
Fleet Mechanic I	\$2,656.25	\$3,016.70
Fleet Mechanic II	\$2,975.01	\$3,378.71
General Manager	\$6,572.17	\$8,625.98
Human Resources Administrator	\$4,233.04	\$5,555.87
Human Resources Analyst	\$2,953.93	\$3,877.03
Information Technology Administrator	\$3,746.70	\$4,917.54
Information Technology Analyst	\$2,810.51	\$3,688.80
Instrument Tech/Electrician	\$3,257.86	\$3,715.95
Janitor	\$1,661.18	\$2,017.66
Laborator Analyst	\$3,043.18	\$3,450.84
Laboratory Director	\$3,670.98	\$4,507.01
Lead Collection System Worker	\$2,917.59	\$3,292.20
Maintenance Assistant	\$1,066.53	\$1,296.37
Manager, Business Services	\$5,869.80	\$7,704.11
Manager, Collection Services	\$5,592.24	\$7,339.82
Manager, Fabrication, Maintenance & Construction	\$5,592.24	\$7,339.82
Manager, Technical Support/Customer Services	\$5,592.24	\$7,339.82
Manager, Treatment & Disposal Services	\$5,592.24	\$7,339.82
Mechanic I	\$2,687.23	\$3,051.90
Mechanic II	\$3,009.71	\$3,418.14
Mechanic XL	\$3,589.05	\$3,589.05
Office Assistant I	\$1,735.04	\$2,132.18
Office Assistant II	\$1,977.94	\$2,430.66
Office Assistant III	\$2,175.74	\$2,673.75
Painter	\$2,510.14	\$3,136.57
Planner/Scheduler I	\$2,883.46	\$3,503.92
Planner/Scheduler II	\$3,100.66	\$3,767.90
Plant Operations Trainer	\$3,659.72	\$4,139.22
Plant Operator I	\$2,574.32	\$2,911.59
Plant Operator II	\$2,857.49	\$3,231.88
Plant Operator III	\$3,267.61	\$3,695.72
Plant Operator XL	\$3,880.50	\$3,880.50
Principal Engineer	\$4,182.84	\$5,489.98
Principal Financial Analyst	\$3,564.29	\$4,678.14
Purchasing Agent	\$3,447.09	\$4,524.30

Effective September 1, 2012

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Quality Coordinator	\$3,899.50	\$5,118.10
Receptionist	\$1,894.58	\$2,302.74
Senior Accountant	\$3,052.08	\$4,005.86
Senior Database Administrator/Developer	\$3,487.82	\$4,577.77
Senior Engineer	\$3,854.32	\$5,058.80
Senior Geographic Information System (GIS)/Database Administrator	\$3,487.82	\$4,577.77
Senior Information Technology Analyst	\$3,122.79	\$4,098.67
Senior Network Administrator	\$3,383.85	\$4,441.30
Senior Planner/Scheduler	\$3,366.47	\$4,418.50
Stock Clerk	\$2,105.94	\$2,560.79
Storekeeper I	\$2,663.92	\$3,238.02
Storekeeper II	\$2,797.13	\$3,399.92
Technical Training Coordinator	\$3,053.58	\$4,007.82
Utility Worker	\$2,208.51	\$2,485.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective February 1, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,644.38	\$3,091.50
Accountant II	\$2,908.81	\$3,400.66
Accounting Tech Specialist	\$2,850.79	\$3,334.15
Accounting Technician I	\$2,303.68	\$2,694.28
Accounting Technician II	\$2,534.06	\$2,963.69
Administrative Specialist I	\$2,145.02	\$2,633.52
Administrative Specialist II	\$2,257.91	\$2,772.12
Assistant Engineer	\$3,099.08	\$4,067.55
Assistant to the General Manager	\$2,740.37	\$3,596.74
Assistant Storekeeper	\$2,105.94	\$2,560.79
Associate Engineer	\$3,552.28	\$4,662.37
Buyer I	\$2,218.84	\$2,912.22
Buyer II	\$2,662.60	\$3,494.67
Chemist I	\$3,195.50	\$3,623.55
Chemist II	\$3,355.29	\$3,804.74
Coach, Business Services	\$4,145.67	\$5,441.19
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,623.14	\$6,067.88
Coach, Collection Services	\$3,740.89	\$4,909.91
Coach, Customer Service, Technical Support & Customer Service	\$4,260.04	\$5,591.30
Coach, Environmental Compliance	\$3,549.66	\$4,658.93
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,720.84	\$4,883.60
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,729.90	\$4,895.49
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,756.96	\$4,931.02
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,756.96	\$4,931.02
Collection System Worker I	\$2,411.23	\$2,720.82
Collection System Worker II	\$2,652.36	\$2,992.91
Communications Coordinator	\$3,041.15	\$3,696.12
Construction Inspector I	\$2,603.11	\$3,165.84
Construction Inspector II	\$2,863.40	\$3,482.42
Construction Inspector III	\$2,977.95	\$3,621.72
Customer Service Fee Analyst	\$2,475.54	\$3,009.35
Deputy General Manager	5,869.80	7,704.11
Engineering Assistant/Plan Checker	\$3,197.41	\$3,882.82
Engineering Technician I	\$2,513.35	\$3,054.64
Engineering Technician II	\$2,764.69	\$3,360.10

Effective February 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Engineering Technician III	\$3,041.15	\$3,696.12
Environmental Control (EC) Inspector I	\$2,460.19	\$2,990.74
Environmental Control (EC) Inspector II	\$2,767.77	\$3,364.65
Environmental Control (EC) Inspector III	\$3,072.24	\$3,734.76
Environmental Control (EC) Inspector IV	\$3,287.29	\$3,996.19
Environmental Control (EC) Outreach Representative	\$3,072.24	\$3,734.76
Environmental Control (EC) Specialist/Outreach	\$3,287.29	\$3,996.19
Environmental Health and Safety Program Manager	\$3,517.29	\$4,616.44
Environmental Program Coordinator	\$3,211.60	\$4,215.22
Fleet Mechanic I	\$2,656.25	\$3,016.70
Fleet Mechanic II	\$2,975.01	\$3,378.71
General Manager	\$6,572.17	\$8,625.98
Human Resources Administrator	\$4,233.04	\$5,555.87
Human Resources Analyst	\$2,953.93	\$3,877.03
Information Technology Administrator	\$3,746.70	\$4,917.54
Information Technology Analyst	\$2,810.51	\$3,688.80
Instrument Tech/Electrician	\$3,257.86	\$3,715.95
Janitor	\$1,661.18	\$2,017.66
Laborator Analyst	\$3,043.18	\$3,450.84
Laboratory Director	\$3,670.98	\$4,507.01
Lead Collection System Worker	\$2,917.59	\$3,292.20
Maintenance Assistant	\$1,066.53	\$1,296.37
Manager, Business Services	\$5,869.80	\$7,704.11
Manager, Collection Services	\$5,592.24	\$7,339.82
Manager, Fabrication, Maintenance & Construction	\$5,592.24	\$7,339.82
Manager, Technical Support/Customer Services	\$5,592.24	\$7,339.82
Manager, Treatment & Disposal Services	\$5,592.24	\$7,339.82
Mechanic I	\$2,687.23	\$3,051.90
Mechanic II	\$3,009.71	\$3,418.14
Mechanic XL	\$3,589.05	\$3,589.05
Office Assistant I	\$1,735.04	\$2,132.18
Office Assistant II	\$1,977.94	\$2,430.66
Office Assistant III	\$2,175.74	\$2,673.75
Painter	\$2,510.14	\$3,136.57
Planner/Scheduler I	\$2,883.46	\$3,503.92
Planner/Scheduler II	\$3,100.66	\$3,767.90
Plant Operations Trainer	\$3,659.72	\$4,139.22
Plant Operator I	\$2,574.32	\$2,911.59
Plant Operator II	\$2,857.49	\$3,231.88
Plant Operator III	\$3,267.61	\$3,695.72
Plant Operator XL	\$3,880.50	\$3,880.50
Principal Engineer	\$4,182.84	\$5,489.98
Principal Financial Analyst	\$3,564.29	\$4,678.14

Effective February 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Purchasing Agent	\$3,447.09	\$4,524.30
Quality Coordinator	\$3,899.50	\$5,118.10
Receptionist	\$1,894.58	\$2,302.74
Senior Accountant	\$3,052.08	\$4,005.86
Senior Database Administrator/Developer	\$3,487.82	\$4,577.77
Senior Engineer	\$3,854.32	\$5,058.80
Senior Geographic Information System (GIS)/Database Administrator	\$3,487.82	\$4,577.77
Senior Information Technology Analyst	\$3,122.79	\$4,098.67
Senior Network Administrator	\$3,383.85	\$4,441.30
Senior Planner/Scheduler	\$3,366.47	\$4,418.50
Storekeeper I	\$2,663.92	\$3,238.02
Storekeeper II	\$2,797.13	\$3,399.92
Technical Training Coordinator	\$3,053.58	\$4,007.82
Utility Worker	\$2,208.51	\$2,485.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective May 1, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,644.38	\$3,091.50
Accountant II	\$2,908.81	\$3,400.66
Accounting Tech Specialist	\$2,850.79	\$3,334.15
Accounting Technician I	\$2,303.68	\$2,694.28
Accounting Technician II	\$2,534.06	\$2,963.69
Administrative Specialist I	\$2,145.02	\$2,633.52
Administrative Specialist II	\$2,257.91	\$2,772.12
Assistant Engineer	\$3,071.74	\$4,031.66
Assistant to the General Manager	\$2,659.77	\$3,490.95
Assistant Storekeeper	\$2,105.94	\$2,560.79
Associate Engineer	\$3,519.89	\$4,619.86
Buyer I	\$2,292.95	\$3,009.49
Buyer II	\$2,697.58	\$3,540.58
Chemist I	\$3,195.50	\$3,623.55
Chemist II	\$3,355.29	\$3,804.74
Coach, Business Services	\$4,092.83	\$5,371.84
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,587.79	\$6,021.48
Coach, Collection Services	\$3,656.17	\$4,798.72
Coach, Customer Service, Technical Support & Customer Service	\$4,165.65	\$5,467.42
Coach, Environmental Compliance	\$3,372.17	\$4,425.98
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,665.39	\$4,810.83
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,694.06	\$4,848.45
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,699.50	\$4,855.60
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,879.20	\$5,091.45
Collection System Worker I	\$2,411.23	\$2,720.82
Collection System Worker II	\$2,652.36	\$2,992.91
Communications Coordinator	\$3,041.15	\$3,696.12
Construction Inspector I	\$2,603.11	\$3,165.84
Construction Inspector II	\$2,863.40	\$3,482.42
Construction Inspector III	\$2,977.95	\$3,621.72
Customer Service Fee Analyst	\$2,475.54	\$3,009.35
Engineering Assistant/Plan Checker	\$3,197.41	\$3,882.82
Engineering Technician I	\$2,513.35	\$3,054.64
Engineering Technician II	\$2,764.69	\$3,360.10
Engineering Technician III	\$3,041.15	\$3,696.12

Effective May 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Control (EC) Inspector I	\$2,460.19	\$2,990.74
Environmental Control (EC)Inspector II	\$2,767.77	\$3,364.65
Environmental Control (EC) Inspector III	\$3,072.24	\$3,734.76
Environmental Control (EC) Inspector IV	\$3,287.29	\$3,996.19
Environmental Control (EC) Outreach Representative	\$3,072.24	\$3,734.76
Environmental Health and Safety Program Manager	\$3,495.56	\$4,587.93
Environmental Program Coordinator	\$3,051.02	\$4,004.46
Fleet Mechanic I	\$2,656.25	\$3,016.70
Fleet Mechanic II	\$2,975.01	\$3,378.71
General Manager	\$6,572.17	\$8,625.98
Human Resources Administrator	\$4,168.30	\$5,470.89
Human Resources Analyst	\$2,953.93	\$3,877.03
InformationTechnology Administrator	\$3,760.29	\$4,935.38
Information Technology Analyst	\$2,826.50	\$3,709.78
Instrument Tech/Electrician	\$3,257.86	\$3,715.95
Janitor	\$1,661.18	\$2,017.66
Laborator Analyst	\$3,043.18	\$3,450.84
Laboratory Director	\$3,670.98	\$4,507.01
Lead Collection System Worker	\$2,917.59	\$3,292.20
Maintenance Assistant	\$1,066.53	\$1,296.37
Manager, Business Services	\$5,749.52	\$7,546.25
Manager, Collection Services	\$5,461.21	\$7,167.84
Manager, Fabrication, Maintenance & Construction	\$5,461.21	\$7,167.84
Manager, Technical Support/Customer Services	\$5,461.21	\$7,167.84
Manager, Treatment & Disposal Services	\$5,461.21	\$7,167.84
Mechanic I	\$2,687.23	\$3,051.90
Mechanic II	\$3,009.71	\$3,418.14
Mechanic XL	\$3,589.05	\$3,589.05
Office Assistant I	\$1,735.04	\$2,132.18
Office Assistant II	\$1,977.94	\$2,430.66
Office Assistant III	\$2,175.74	\$2,673.75
Painter	\$2,510.14	\$3,136.57
Planner/Scheduler I	\$2,883.46	\$3,503.92
Planner/Scheduler II	\$3,100.66	\$3,767.90
Plant Operations Trainer	\$3,659.72	\$4,139.22
Plant Operator I	\$2,574.32	\$2,911.59
Plant Operator II	\$2,857.49	\$3,231.88
Plant Operator III	\$3,267.61	\$3,695.72
Plant Operator XL	\$3,880.50	\$3,880.50
Principal Engineer	\$4,150.86	\$5,448.00
Principal Financial Analyst	\$3,545.42	\$4,653.37
Purchasing Agent	\$3,378.49	\$4,434.26
Quality Coordinator	\$3,733.96	\$4,900.83

Effective May 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Receptionist	\$1,894.58	\$2,302.74
Senior Accountant	\$3,039.22	\$3,988.97
Senior Database Administrator/Developer	\$3,467.99	\$4,551.74
Senior Engineer	\$3,768.92	\$4,946.71
Senior Geographic Information System (GIS)/Database Administrator	\$3,467.99	\$4,551.74
Senior Information Technology Analyst	\$3,140.55	\$4,121.97
Senior Network Administrator	\$3,343.71	\$4,388.61
Storekeeper I	\$2,663.92	\$3,238.02
Storekeeper II	\$2,797.13	\$3,399.92
Technical Training Coordinator	\$2,958.98	\$3,883.65
Utility Worker	\$2,208.51	\$2,485.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective May 5, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,644.38	\$3,091.50
Accountant II	\$2,908.81	\$3,400.66
Accounting Tech Specialist	\$2,850.79	\$3,334.15
Accounting Technician I	\$2,303.68	\$2,694.28
Accounting Technician II	\$2,534.06	\$2,963.69
Administrative Specialist I	\$2,145.02	\$2,633.52
Administrative Specialist II	\$2,257.91	\$2,772.12
Assistant Engineer	\$3,071.74	\$4,031.66
Assistant to the General Manager	\$2,659.77	\$3,490.95
Assistant Storekeeper	\$2,105.94	\$2,560.79
Associate Engineer	\$3,519.89	\$4,619.86
Buyer I	\$2,292.95	\$3,009.49
Buyer II	\$2,697.58	\$3,540.58
Chemist I	\$3,195.50	\$3,623.55
Chemist II	\$3,355.29	\$3,804.74
Coach, Business Services	\$4,092.83	\$5,371.84
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,587.79	\$6,021.48
Coach, Collection Services	\$3,656.17	\$4,798.72
Coach, Customer Service, Technical Support & Customer Service	\$4,165.65	\$5,467.42
Coach, Environmental Compliance	\$3,372.17	\$4,425.98
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,665.39	\$4,810.83
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,694.06	\$4,848.45
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,699.50	\$4,855.60
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,879.20	\$5,091.45
Collection System Worker I	\$2,411.23	\$2,720.82
Collection System Worker II	\$2,652.36	\$2,992.91
Communications Coordinator	\$3,041.15	\$3,696.12
Construction Inspector I	\$2,603.11	\$3,165.84
Construction Inspector II	\$2,863.40	\$3,482.42
Construction Inspector III	\$2,977.95	\$3,621.72
Customer Service Fee Analyst	\$2,475.54	\$3,009.35
Deputy General Manager	\$5,869.77	\$7,704.08
Engineering Assistant/Plan Checker	\$3,197.41	\$3,882.82
Engineering Technician I	\$2,513.35	\$3,054.64
Engineering Technician II	\$2,764.69	\$3,360.10

Effective May 5, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Engineering Technician III	\$3,041.15	\$3,696.12
Environmental Control (EC) Inspector I	\$2,460.19	\$2,990.74
Environmental Control (EC) Inspector II	\$2,767.77	\$3,364.65
Environmental Control (EC) Inspector III	\$3,072.24	\$3,734.76
Environmental Control (EC) Inspector IV	\$3,287.29	\$3,996.19
Environmental Control (EC) Outreach Representative	\$3,072.24	\$3,734.76
Environmental Health and Safety Program Manager	\$3,495.56	\$4,587.93
Environmental Program Coordinator	\$3,356.80	\$4,405.80
Fleet Mechanic I	\$2,656.25	\$3,016.70
Fleet Mechanic II	\$2,975.01	\$3,378.71
General Manager	\$6,987.58	\$9,171.19
Human Resources Administrator	\$4,168.30	\$5,470.89
Human Resources Analyst	\$2,953.93	\$3,877.03
Information Technology Administrator	\$3,760.29	\$4,935.38
Information Technology Analyst	\$2,826.50	\$3,709.78
Instrument Tech/Electrician	\$3,257.86	\$3,715.95
Janitor	\$1,661.18	\$2,017.66
Laborator Analyst	\$3,043.18	\$3,450.84
Laboratory Director	\$3,670.98	\$4,507.01
Lead Collection System Worker	\$2,917.59	\$3,292.20
Maintenance Assistant	\$1,066.53	\$1,296.37
Manager, Business Services	\$5,749.52	\$7,546.25
Manager, Collection Services	\$5,461.21	\$7,167.84
Manager, Fabrication, Maintenance & Construction	\$5,461.21	\$7,167.84
Manager, Technical Support/Customer Services	\$5,461.21	\$7,167.84
Manager, Treatment & Disposal Services	\$5,461.21	\$7,167.84
Mechanic I	\$2,687.23	\$3,051.90
Mechanic II	\$3,009.71	\$3,418.14
Mechanic XL	\$3,589.05	\$3,589.05
Office Assistant I	\$1,735.04	\$2,132.18
Office Assistant II	\$1,977.94	\$2,430.66
Office Assistant III	\$2,175.74	\$2,673.75
Painter	\$2,510.14	\$3,136.57
Planner/Scheduler I	\$2,883.46	\$3,503.92
Planner/Scheduler II	\$3,100.66	\$3,767.90
Plant Operations Trainer	\$3,659.72	\$4,139.22
Plant Operator I	\$2,574.32	\$2,911.59
Plant Operator II	\$2,857.49	\$3,231.88
Plant Operator III	\$3,267.61	\$3,695.72
Plant Operator XL	\$3,880.50	\$3,880.50
Principal Engineer	\$4,150.86	\$5,448.00
Principal Financial Analyst	\$3,545.42	\$4,653.37
Purchasing Agent	\$3,378.49	\$4,434.26

**Effective May 5, 2013
(REVISED - 01/09/2017)**

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Quality Coordinator	\$3,733.96	\$4,900.83
Receptionist	\$1,894.58	\$2,302.74
Senior Accountant	\$3,039.22	\$3,988.97
Senior Database Administrator/Developer	\$3,467.99	\$4,551.74
Senior Engineer	\$3,768.92	\$4,946.71
Senior Geographic Information System (GIS)/Database Administrator	\$3,467.99	\$4,551.74
Senior Information Technology Analyst	\$3,140.55	\$4,121.97
Senior Network Administrator	\$3,343.71	\$4,388.61
Storekeeper I	\$2,663.92	\$3,238.02
Storekeeper II	\$2,797.13	\$3,399.92
Technical Training Coordinator	\$2,958.98	\$3,883.65
Utility Worker	\$2,208.51	\$2,485.70
<p>Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.</p>		

Approved by: 
President, Board of Directors

Date: 4/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective June 20, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,632.40	\$3,199.70
Accountant II	\$2,895.65	\$3,519.68
Accounting Tech Specialist	\$2,839.02	\$3,450.85
Accounting Technician I	\$2,294.17	\$2,788.58
Accounting Technician II	\$2,523.57	\$3,067.42
Administrative Specialist I	\$2,220.09	\$2,725.70
Administrative Specialist II	\$2,360.46	\$2,869.14
Assistant Engineer	\$3,071.74	\$4,031.66
Assistant to the General Manager	\$2,659.77	\$3,490.95
Assistant Storekeeper	\$2,179.64	\$2,650.42
Associate Engineer	\$3,519.89	\$4,619.86
Buyer I	\$2,292.95	\$3,009.49
Buyer II	\$2,697.58	\$3,540.58
Chemist I	\$3,085.44	\$3,750.38
Chemist II	\$3,239.72	\$3,937.90
Coach, Business Services	\$4,092.83	\$5,371.84
Coach, Capital Improvement Projects, Technical Support & Customer Service	\$4,587.79	\$6,099.56
Coach, Collection Services	\$3,656.17	\$4,798.72
Coach, Customer Service, Technical Support & Customer Service	\$4,165.65	\$5,520.94
Coach, Environmental Compliance	\$3,372.17	\$4,528.92
Coach - Fabrication, Maintenance & Construction (FMC)	\$3,665.39	\$4,810.83
Coach, Research & Support/Process Engineer, Treatment & Disposal Services	\$3,694.06	\$4,848.45
Coach, Total Productive Operations (TPO) - Day, Treatment & Disposal Services	\$3,699.50	\$4,855.60
Coach, Total Productive Operations (TPO) - Night, Treatment & Disposal Services	\$3,879.20	\$5,091.45
Collection System Worker I	\$2,495.62	\$2,816.05
Collection System Worker II	\$2,548.46	\$3,097.66
Communications Coordinator	\$3,147.23	\$3,825.49
Construction Inspector I	\$2,695.70	\$3,276.65
Construction Inspector II	\$2,965.26	\$3,604.30
Construction Inspector III	\$3,083.88	\$3,748.48
Customer Service Fee Analyst	\$2,562.46	\$3,114.68
Deputy General Manager	\$5,869.77	\$7,704.08
Engineering Assistant/Plan Checker	\$3,306.21	\$4,018.71
Engineering Technician I	\$2,601.32	\$3,161.55
Engineering Technician II	\$2,861.12	\$3,477.70
Engineering Technician III	\$3,147.23	\$3,825.49

Effective June 20, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Control (EC) Inspector I	\$2,546.30	\$3,095.41
Environmental Control (EC)Inspector II	\$2,864.64	\$3,482.41
Environmental Control (EC) Inspector III	\$3,180.14	\$3,865.48
Environmental Control (EC) Inspector IV	\$3,402.74	\$4,136.06
Environmental Control (EC) Outreach Representative	\$3,180.14	\$3,865.48
Environmental Health and Safety Program Manager	\$3,495.56	\$4,587.93
Environmental Program Coordinator	\$3,356.80	\$4,405.80
Fleet Mechanic I	\$2,568.71	\$3,122.29
Fleet Mechanic II	\$3,079.14	\$3,496.97
General Manager	\$6,987.58	\$9,171.19
Human Resources Administrator	\$4,168.30	\$5,539.64
Human Resources Analyst	\$2,953.93	\$3,925.30
InformationTechnology Administrator	\$3,760.29	\$5,062.18
Information Technology Analyst	\$2,826.50	\$3,709.78
Instrument Tech/Electrician	\$3,371.88	\$3,846.01
Janitor	\$1,718.03	\$2,088.27
Junior Engineer	\$2,925.46	\$3,839.67
Laborator Analyst	\$2,938.38	\$3,571.62
Laboratory Director	\$3,837.70	\$4,664.75
Lead Collection System Worker	\$2,803.30	\$3,407.42
Maintenance Assistant	\$1,103.86	\$1,341.74
Manager, Business Services	\$5,749.52	\$7,694.86
Manager, Collection Services	\$5,461.21	\$7,290.06
Manager, Fabrication, Maintenance & Construction	\$5,461.21	\$7,167.84
Manager, Technical Support/Customer Services	\$5,461.21	\$7,308.94
Manager, Treatment & Disposal Services	\$5,461.21	\$7,309.29
Mechanic I	\$2,781.29	\$3,158.71
Mechanic II	\$3,115.05	\$3,537.77
Mechanic XL	\$3,714.66	\$3,714.66
Office Assistant I	\$1,815.54	\$2,206.80
Office Assistant II	\$2,069.70	\$2,515.74
Office Assistant III	\$2,276.69	\$2,767.34
Painter	\$2,598.00	\$3,246.34
Planner/Scheduler I	\$2,983.58	\$3,626.56
Planner/Scheduler II	\$3,208.36	\$3,899.78
Plant Operations Trainer	\$3,524.53	\$4,284.09
Plant Operator I	\$2,479.22	\$3,013.50
Plant Operator II	\$2,957.50	\$3,344.99
Plant Operator III	\$3,381.98	\$3,825.07
Plant Operator XL	\$4,016.32	\$4,016.32
Principal Engineer	\$4,150.86	\$5,608.39
Principal Financial Analyst	\$3,545.42	\$4,734.96

Effective June 20, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Purchasing Agent	\$3,378.49	\$4,434.26
Quality Coordinator	\$3,733.96	\$5,001.19
Receptionist	\$1,960.89	\$2,383.34
Senior Accountant	\$3,039.22	\$4,096.39
Senior Database Administrator/Developer	\$3,467.99	\$4,551.74
Senior Engineer	\$3,768.92	\$4,946.71
Senior Geographic Information System (GIS)/Database Administrator	\$3,467.99	\$4,551.74
Senior Information Technology Analyst	\$3,140.55	\$4,121.97
Senior Network Administrator	\$3,343.71	\$4,388.61
Storekeeper I	\$2,757.17	\$3,351.35
Storekeeper II	\$2,895.02	\$3,518.92
Technical Training Coordinator	\$2,958.98	\$3,883.65
Utility Worker	\$2,116.57	\$2,572.70
Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.		

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective September 1, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,632.40	\$3,199.70
Accountant II	\$2,895.65	\$3,519.68
Accounting Tech Specialist	\$2,839.02	\$3,450.85
Accounting Technician I	\$2,294.17	\$2,788.58
Accounting Technician II	\$2,523.57	\$3,067.42
Administrative Specialist I	\$2,242.43	\$2,725.70
Administrative Specialist II	\$2,360.46	\$2,869.14
Assistant Engineer	\$3,305.19	\$4,338.06
Assistant to the General Manager	\$2,733.18	\$3,587.30
Assistant Storekeeper	\$2,179.64	\$2,650.42
Associate Engineer	\$3,666.67	\$4,812.51
Buyer I	\$2,375.49	\$3,117.83
Buyer II	\$2,794.70	\$3,668.04
Chemist I	\$3,085.44	\$3,750.38
Chemist II	\$3,239.72	\$3,937.90
Coach, Business Services	\$4,218.89	\$5,537.29
Coach, Capital Improvement Projects	\$4,901.60	\$6,433.34
Coach, Collection Services	\$3,943.18	\$5,175.42
Coach, Customer Service	\$4,429.34	\$5,813.50
Coach, Electrical & Instrumentation	\$3,960.09	\$5,197.62
Coach, Environmental Compliance	\$3,901.94	\$5,121.30
Coach - Mechanical Maintenance	\$3,864.79	\$5,072.54
Coach, Research & Support/Process Engineer	\$3,901.30	\$5,120.45
Coach, Total Plant Operations	\$3,904.83	\$5,125.09
Collection System Worker I	\$2,495.62	\$2,816.05
Collection System Worker II	\$2,548.46	\$3,097.66
Communications Coordinator	\$3,147.23	\$3,825.49
Construction Inspector I	\$2,695.70	\$3,276.65
Construction Inspector II	\$2,965.26	\$3,604.30
Construction Inspector III	\$3,083.88	\$3,748.48
Customer Service Fee Analyst	\$2,562.46	\$3,114.68
Deputy General Manager	\$5,869.77	\$7,704.08
Engineering Assistant/Plan Checker	\$3,306.21	\$4,018.71
Engineering Technician I	\$2,601.32	\$3,161.55
Engineering Technician II	\$2,861.12	\$3,477.70
Engineering Technician III	\$3,147.23	\$3,825.49
Environmental Control (EC) Inspector I	\$2,546.30	\$3,095.41
Environmental Control (EC) Inspector II	\$2,864.64	\$3,482.41
Environmental Control (EC) Inspector III	\$3,180.14	\$3,865.48
Environmental Control (EC) Inspector IV	\$3,402.74	\$4,136.06
Environmental Control (EC) Outreach Representative	\$3,180.14	\$3,865.48

Effective September 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,648.32	\$4,788.42
Environmental Program Coordinator	\$3,530.33	\$4,633.56
Fleet Mechanic I	\$2,568.71	\$3,122.29
Fleet Mechanic II	\$3,079.14	\$3,496.97
General Manager	\$6,987.57	\$9,171.19
Human Resources Administrator	\$4,425.90	\$5,809.00
Human Resources Analyst	\$3,110.49	\$4,082.52
Information Technology Administrator	\$4,207.01	\$5,521.70
Information Technology Analyst	\$3,004.57	\$3,943.49
Instrument Tech/Electrician	\$3,371.88	\$3,846.01
Janitor	\$1,718.03	\$2,088.27
Junior Engineer	\$2,925.09	\$3,839.18
Laborator Analyst	\$2,938.38	\$3,571.62
Laboratory Director	\$3,837.70	\$4,664.75
Lead Collection System Worker	\$2,803.30	\$3,407.42
Maintenance Assistant	\$1,103.86	\$1,341.74
Manager, Business Services	\$6,028.38	\$7,939.28
Manager, Collection Services	\$5,626.68	\$7,508.31
Manager, Maintenance	\$5,626.68	\$7,385.02
Manager, Technical Services	\$5,948.35	\$7,807.21
Manager, Treatment & Disposal Services	\$5,626.68	\$7,556.60
Mechanic I	\$2,781.29	\$3,158.71
Mechanic II	\$3,115.05	\$3,537.77
Mechanic XL	\$3,714.66	\$3,714.66
Office Assistant I	\$1,815.54	\$2,206.80
Office Assistant II	\$2,069.70	\$2,515.74
Office Assistant III	\$2,276.69	\$2,767.34
Painter	\$2,598.00	\$3,246.34
Planner/Scheduler I	\$2,983.58	\$3,626.56
Planner/Scheduler II	\$3,208.36	\$3,899.78
Plant Operations Trainer	\$3,524.53	\$4,284.09
Plant Operator I	\$2,479.22	\$3,013.50
Plant Operator II	\$2,957.50	\$3,344.99
Plant Operator III	\$3,381.98	\$3,825.07
Plant Operator XL	\$4,016.32	\$4,016.32
Principal Engineer	\$4,434.78	\$5,820.64
Principal Financial Analyst	\$3,506.43	\$4,823.22
Purchasing Agent	\$3,513.96	\$4,612.08
Quality Coordinator	\$3,812.01	\$5,284.76
Receptionist	\$1,960.89	\$2,383.34
Senior Accountant	\$3,147.72	\$4,198.39
Senior Database Administrator/Developer	\$3,765.20	\$4,941.82
Senior Engineer	\$4,007.49	\$5,259.84

Effective September 1, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Geographic Information System (GIS)/Database Administrator	\$3,765.20	\$4,941.82
Senior Information Technology Analyst	\$3,338.41	\$4,381.66
Senior Network Administrator	\$3,692.12	\$4,845.91
Storekeeper I	\$2,757.17	\$3,351.35
Storekeeper II	\$2,895.02	\$3,518.92
Technical Training Coordinator	\$3,378.26	\$4,433.97
Utility Worker	\$2,116.57	\$2,572.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective December 13, 2013		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accountant I	\$2,632.40	\$3,199.70
Accountant II	\$2,895.65	\$3,519.68
Accounting Tech Specialist	\$2,839.02	\$3,450.85
Accounting Technician I	\$2,294.17	\$2,788.58
Accounting Technician II	\$2,523.57	\$3,067.42
Administrative Specialist I	\$2,242.43	\$2,725.70
Administrative Specialist II	\$2,360.46	\$2,869.14
Assistant Engineer	\$3,305.19	\$4,338.06
Assistant to the General Manager	\$2,733.18	\$3,587.30
Assistant Storekeeper	\$2,179.64	\$2,650.42
Associate Engineer	\$3,666.67	\$4,812.51
Buyer I	\$2,375.49	\$3,117.83
Buyer II	\$2,794.70	\$3,668.04
Chemist I	\$3,085.44	\$3,750.38
Chemist II	\$3,239.72	\$3,937.90
Coach, Business Services	\$4,218.89	\$5,537.29
Coach, Capital Improvement Projects	\$4,901.60	\$6,433.34
Coach, Collection Services	\$3,943.18	\$5,175.42
Coach, Customer Service	\$4,429.34	\$5,813.50
Coach, Electrical & Instrumentation	\$3,960.09	\$5,197.62
Coach, Environmental Compliance	\$3,901.94	\$5,121.30
Coach - Mechanical Maintenance	\$3,864.79	\$5,072.54
Coach, Research & Support/Process Engineer	\$3,901.30	\$5,120.45
Coach, Total Plant Operations	\$3,904.83	\$5,125.09
Collection System Worker I	\$2,495.62	\$2,816.05
Collection System Worker II	\$2,548.46	\$3,097.66
Communications Coordinator	\$3,147.23	\$3,825.49
Construction Inspector I	\$2,695.70	\$3,276.65
Construction Inspector II	\$2,965.26	\$3,604.30
Construction Inspector III	\$3,083.88	\$3,748.48
Customer Service Fee Analyst	\$2,562.46	\$3,114.68
Deputy General Manager	\$5,869.77	\$7,704.08
Engineering Assistant/Plan Checker	\$3,306.21	\$4,018.71
Engineering Technician I	\$2,601.32	\$3,161.55
Engineering Technician II	\$2,861.12	\$3,477.70
Engineering Technician III	\$3,147.23	\$3,825.49
Environmental Control (EC) Inspector I	\$2,546.30	\$3,095.41
Environmental Control (EC) Inspector II	\$2,864.64	\$3,482.41
Environmental Control (EC) Inspector III	\$3,180.14	\$3,865.48
Environmental Control (EC) Inspector IV	\$3,402.74	\$4,136.06
Environmental Control (EC) Outreach Representative	\$3,180.14	\$3,865.48

Effective December 13, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,648.32	\$4,788.42
Environmental Program Coordinator	\$3,530.33	\$4,633.56
Fleet Mechanic I	\$2,568.71	\$3,122.29
Fleet Mechanic II	\$3,079.14	\$3,496.97
General Manager	\$6,987.57	\$9,171.19
Human Resources Administrator	\$4,425.90	\$5,809.00
Human Resources Analyst	\$3,110.49	\$4,082.52
Information Technology Administrator	\$4,207.01	\$5,521.70
Information Technology Analyst	\$3,004.57	\$3,943.49
Instrument Tech/Electrician	\$3,371.88	\$3,846.01
Janitor	\$1,718.03	\$2,088.27
Junior Engineer	\$2,974.67	\$3,904.26
Laborator Analyst	\$2,938.38	\$3,571.62
Laboratory Director	\$3,837.70	\$4,664.75
Lead Collection System Worker	\$2,803.30	\$3,407.42
Maintenance Assistant	\$1,103.86	\$1,341.74
Manager, Business Services	\$6,028.38	\$7,912.24
Manager, Collection Services	\$5,626.68	\$7,385.02
Manager, Maintenance	\$5,626.68	\$7,385.02
Manager, Technical Services	\$5,948.35	\$7,807.21
Manager, Treatment & Disposal Services	\$5,626.68	\$7,385.02
Mechanic I	\$2,781.29	\$3,158.71
Mechanic II	\$3,115.05	\$3,537.77
Mechanic XL	\$3,714.66	\$3,714.66
Office Assistant I	\$1,815.54	\$2,206.80
Office Assistant II	\$2,069.70	\$2,515.74
Office Assistant III	\$2,276.69	\$2,767.34
Painter	\$2,598.00	\$3,246.34
Planner/Scheduler I	\$2,983.58	\$3,626.56
Planner/Scheduler II	\$3,208.36	\$3,899.78
Plant Operations Trainer	\$3,524.53	\$4,284.09
Plant Operator I	\$2,479.22	\$3,013.50
Plant Operator II	\$2,957.50	\$3,344.99
Plant Operator III	\$3,381.98	\$3,825.07
Plant Operator XL	\$4,016.32	\$4,016.32
Principal Engineer	\$4,434.78	\$5,820.64
Principal Financial Analyst	\$3,506.43	\$4,602.18
Purchasing Agent	\$3,513.96	\$4,612.08
Quality Coordinator	\$3,812.01	\$5,003.26
Receptionist	\$1,960.89	\$2,383.34
Senior Accountant	\$3,147.72	\$4,131.38
Senior Database Administrator/Developer	\$3,765.20	\$4,941.82
Senior Engineer	\$4,007.49	\$5,259.84

Effective December 13, 2013

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Geographic Information System (GIS)/Database Administrator	\$3,765.20	\$4,941.82
Senior Information Technology Analyst	\$3,338.41	\$4,381.66
Senior Network Administrator	\$3,692.12	\$4,845.91
Storekeeper I	\$2,757.17	\$3,351.35
Storekeeper II	\$2,895.02	\$3,518.92
Technical Training Coordinator	\$3,378.26	\$4,433.97
Utility Worker	\$2,116.57	\$2,572.70

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective March 1, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$2,938.38	\$3,571.62
Accounting Technician II	\$2,611.90	\$3,174.78
Administrative Specialist I	\$2,320.92	\$2,821.10
Administrative Specialist II	\$2,443.06	\$2,969.57
Assistant Engineer	\$3,305.19	\$4,338.06
Assistant to the General Manager	\$2,733.18	\$3,587.30
Assistant Storekeeper	\$2,256.82	\$2,743.18
Associate Engineer	\$3,666.67	\$4,812.51
Buyer I	\$2,375.49	\$3,117.83
Buyer II	\$2,794.70	\$3,668.04
Chemist I	\$3,193.43	\$3,881.64
Chemist II	\$3,353.11	\$4,075.73
Coach, Business Services	\$4,218.89	\$5,537.29
Coach, Capital Improvement Projects	\$4,901.60	\$6,433.34
Coach, Collection Services	\$3,943.18	\$5,175.42
Coach, Customer Service	\$4,429.34	\$5,813.50
Coach, Electrical & Instrumentation	\$3,960.09	\$5,197.62
Coach, Environmental Compliance	\$3,901.94	\$5,121.30
Coach - Mechanical Maintenance	\$3,864.79	\$5,072.54
Coach, Research & Support/Process Engineer	\$3,901.30	\$5,120.45
Coach, Total Plant Operations	\$3,904.83	\$5,125.09
Collection System Worker I	\$2,397.86	\$2,914.61
Collection System Worker II	\$2,637.65	\$3,206.08
Communications Coordinator	\$3,257.39	\$3,959.38
Construction Inspector I	\$2,790.06	\$3,391.33
Construction Inspector II	\$3,069.05	\$3,730.45
Construction Inspector III	\$3,191.82	\$3,879.68
Customer Service Fee Analyst	\$2,652.14	\$3,223.70
Engineering Technician I	\$2,692.06	\$3,272.21
Engineering Technician II	\$2,961.26	\$3,599.42
Engineering Technician III	\$3,257.39	\$3,959.38
Environmental Compliance (EC) Inspector I	\$2,635.74	\$3,203.75
Environmental Compliance (EC) Inspector II	\$2,965.26	\$3,604.30
Environmental Compliance (EC) Inspector III	\$3,291.44	\$4,000.77
Environmental Compliance (EC) Inspector IV	\$3,521.84	\$4,280.82
Environmental Control (EC) Outreach Representative	\$3,291.44	\$4,000.77

Effective March 1, 2014


(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,648.32	\$4,788.42
Environmental Program Coordinator	\$3,530.33	\$4,633.56
Fleet Mechanic I	\$2,658.62	\$3,231.57
Fleet Mechanic II	\$2,977.66	\$3,619.36
General Manager	\$7,074.72	\$9,285.56
Human Resources Administrator	\$4,425.90	\$5,809.00
Human Resources Analyst	\$3,110.49	\$4,082.52
Information Technology Administrator	\$4,207.01	\$5,521.70
Information Technology Analyst	\$3,004.57	\$3,943.49
Instrument Tech/Electrician	\$3,274.86	\$3,980.62
Janitor	\$1,778.16	\$2,161.36
Junior Engineer	\$2,974.67	\$3,904.26
Laboratory Director	\$3,972.02	\$4,828.02
Lead Collection System Worker	\$2,901.42	\$3,526.69
Maintenance Assistant	\$1,142.49	\$1,388.70
Manager, Business Services	\$6,028.38	\$7,912.24
Manager, Collection Services	\$5,626.68	\$7,385.02
Manager, Maintenance	\$5,626.68	\$7,385.02
Manager, Technical Services	\$5,948.35	\$7,807.21
Manager, Treatment & Disposal Services	\$5,626.68	\$7,385.02
Mechanic I	\$2,689.63	\$3,269.26
Mechanic II	\$3,012.40	\$3,661.59
Mechanic XL	\$3,714.66	\$3,844.68
Painter	\$2,764.26	\$3,359.97
Planner/Scheduler I	\$3,088.00	\$3,753.49
Planner/Scheduler II	\$3,320.65	\$4,036.27
Plant Operations Trainer	\$3,647.89	\$4,434.03
Plant Operator I	\$2,565.98	\$3,118.97
Plant Operator II	\$2,848.26	\$3,462.07
Plant Operator III	\$3,257.04	\$3,958.94
Plant Operator XL	\$4,016.32	\$4,156.90
Principal Engineer	\$4,434.78	\$5,820.64
Principal Financial Analyst	\$3,506.43	\$4,602.18
Purchasing Agent	\$3,513.96	\$4,612.08
Quality Coordinator	\$3,812.01	\$5,003.26
Receptionist	\$2,029.41	\$2,466.76
Senior Accountant	\$3,147.72	\$4,131.38
Senior Database Administrator/Developer	\$3,765.20	\$4,941.82

Effective March 1, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Engineer	\$4,007.49	\$5,259.84
Senior Geographic Information System (GIS)/Database Administrator	\$3,765.20	\$4,941.82
Senior Information Technology Analyst	\$3,338.41	\$4,381.66
Senior Network Administrator	\$3,692.12	\$4,845.91
Senior Process Engineer	\$4,007.49	\$5,259.84
Storekeeper I	\$2,853.67	\$3,468.66
Storekeeper II	\$2,996.34	\$3,642.08
Technical Training Program Manager	\$3,378.26	\$4,433.97
Utility Worker	\$2,190.65	\$2,662.75
Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.		

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective May 19, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$2,938.38	\$3,571.62
Accounting Technician II	\$2,611.90	\$3,174.78
Administrative Specialist I	\$2,320.92	\$2,821.10
Administrative Specialist II	\$2,443.06	\$2,969.57
Assistant Engineer	\$3,305.19	\$4,338.06
Assistant to the General Manager	\$2,974.95	\$3,904.62
Assistant Storekeeper	\$2,256.82	\$2,743.18
Associate Engineer	\$3,666.67	\$4,812.51
Buyer I	\$2,375.49	\$3,117.83
Buyer II	\$2,794.70	\$3,668.04
Chemist I	\$3,193.43	\$3,881.64
Chemist II	\$3,353.11	\$4,075.73
Coach, Business Services	\$4,218.89	\$5,537.29
Coach, Capital Improvement Projects	\$4,901.60	\$6,433.34
Coach, Collection Services	\$3,943.18	\$5,175.42
Coach, Customer Service	\$4,429.34	\$5,813.50
Coach, Electrical & Instrumentation	\$3,960.09	\$5,197.62
Coach, Environmental Compliance	\$3,901.94	\$5,121.30
Coach - Mechanical Maintenance	\$3,864.79	\$5,072.54
Coach, Research & Support/Process Engineer	\$3,901.30	\$5,120.45
Coach, Total Plant Operations	\$3,904.83	\$5,125.09
Collection System Worker I	\$2,397.86	\$2,914.61
Collection System Worker II	\$2,637.65	\$3,206.08
Communications Coordinator	\$3,257.39	\$3,959.38
Construction Inspector I	\$2,790.06	\$3,391.33
Construction Inspector II	\$3,069.05	\$3,730.45
Construction Inspector III	\$3,191.82	\$3,879.68
Customer Service Fee Analyst	\$2,652.14	\$3,223.70
Engineering Technician I	\$2,692.06	\$3,272.21
Engineering Technician II	\$2,961.26	\$3,599.42
Engineering Technician III	\$3,257.39	\$3,959.38
Environmental Compliance (EC) Inspector I	\$2,635.74	\$3,203.75
Environmental Compliance (EC) Inspector II	\$2,965.26	\$3,604.30
Environmental Compliance (EC) Inspector III	\$3,291.44	\$4,000.77
Environmental Compliance (EC) Inspector IV	\$3,521.84	\$4,280.82
Environmental Control (EC) Outreach Representative	\$3,291.44	\$4,000.77

Effective May 19, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,648.32	\$4,788.42
Environmental Program Coordinator	\$3,530.33	\$4,633.56
Fleet Mechanic I	\$2,658.62	\$3,231.57
Fleet Mechanic II	\$2,977.66	\$3,619.36
General Manager	\$7,074.72	\$9,285.56
Human Resources Administrator	\$4,425.90	\$5,809.00
Human Resources Analyst	\$3,110.49	\$4,082.52
InformationTechnology Administrator	\$4,207.01	\$5,521.70
Information Technology Analyst	\$3,004.57	\$3,943.49
Instrument Tech/Electrician	\$3,274.86	\$3,980.62
Janitor	\$1,778.16	\$2,161.36
Junior Engineer	\$2,974.67	\$3,904.26
Laboratory Director	\$3,972.02	\$4,828.02
Lead Collection System Worker	\$2,901.42	\$3,526.69
Maintenance Assistant	\$1,142.49	\$1,388.70
Manager, Business Services	\$6,028.38	\$7,912.24
Manager, Collection Services	\$5,626.68	\$7,385.02
Manager, Maintenance	\$5,626.68	\$7,385.02
Manager, Technical Services	\$5,948.35	\$7,807.21
Manager, Treatment & Disposal Services	\$5,626.68	\$7,385.02
Mechanic I	\$2,689.63	\$3,269.26
Mechanic II	\$3,012.40	\$3,661.59
Mechanic XL	\$3,714.66	\$3,844.68
Painter	\$2,764.26	\$3,359.97
Planner/Scheduler I	\$3,088.00	\$3,753.49
Planner/Scheduler II	\$3,320.65	\$4,036.27
Plant Operations Trainer	\$3,647.89	\$4,434.03
Plant Operator I	\$2,565.98	\$3,118.97
Plant Operator II	\$2,848.26	\$3,462.07
Plant Operator III	\$3,257.04	\$3,958.94
Plant Operator XL	\$4,016.32	\$4,156.90
Principal Engineer	\$4,434.78	\$5,820.64
Principal Financial Analyst	\$3,506.43	\$4,602.18
Purchasing Agent	\$3,513.96	\$4,612.08
Quality Coordinator	\$3,812.01	\$5,003.26
Receptionist	\$2,029.41	\$2,466.76
Senior Accountant	\$3,147.72	\$4,131.38
Senior Database Administrator/Developer	\$3,765.20	\$4,941.82

Effective May 19, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Engineer	\$4,007.49	\$5,259.84
Senior Geographic Information System (GIS)/Database Administrator	\$3,765.20	\$4,941.82
Senior Information Technology Analyst	\$3,338.41	\$4,381.66
Senior Network Administrator	\$3,692.12	\$4,845.91
Senior Process Engineer	\$4,007.49	\$5,259.84
Storekeeper I	\$2,853.67	\$3,468.66
Storekeeper II	\$2,996.34	\$3,642.08
Technical Training Program Manager	\$3,378.26	\$4,433.97
Utility Worker	\$2,190.65	\$2,662.75
<p>Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.</p>		

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective August 24, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$2,938.38	\$3,571.62
Accounting Technician II	\$2,611.90	\$3,174.78
Administrative Specialist I	\$2,320.92	\$2,821.10
Administrative Specialist II	\$2,443.06	\$2,969.57
Assistant Engineer	\$3,427.81	\$4,499.00
Assistant to the General Manager	\$2,924.79	\$3,838.79
Assistant Storekeeper	\$2,256.82	\$2,743.18
Associate Engineer	\$3,821.77	\$5,016.08
Buyer I	\$2,455.78	\$3,223.21
Buyer II	\$2,889.16	\$3,792.02
Chemist I	\$3,193.43	\$3,881.64
Chemist II	\$3,353.11	\$4,075.73
Coach, Business Services	\$4,426.46	\$5,809.72
Coach, Capital Improvement Projects	\$5,128.54	\$6,731.21
Coach, Collection Services	\$4,105.64	\$5,388.65
Coach, Customer Service	\$4,580.38	\$6,011.74
Coach, Electrical & Instrumentation	\$4,150.57	\$5,447.62
Coach, Environmental Compliance	\$4,120.45	\$5,408.09
Coach - Mechanical Maintenance	\$4,032.52	\$5,292.68
Coach, Research & Support/Process Engineer	\$4,110.01	\$5,394.39
Coach, Total Plant Operations	\$4,063.75	\$5,333.68
Collection System Worker I	\$2,397.86	\$2,914.61
Collection System Worker II	\$2,637.65	\$3,206.08
Communications Coordinator	\$3,257.39	\$3,959.38
Construction Inspector I	\$2,790.06	\$3,391.33
Construction Inspector II	\$3,069.05	\$3,730.45
Construction Inspector III	\$3,191.82	\$3,879.68
Customer Service Fee Analyst	\$2,652.14	\$3,223.70
Engineering Technician I	\$2,692.06	\$3,272.21
Engineering Technician II	\$2,961.26	\$3,599.42
Engineering Technician III	\$3,257.39	\$3,959.38
Environmental Compliance (EC) Inspector I	\$2,635.74	\$3,203.75
Environmental Compliance (EC) Inspector II	\$2,965.26	\$3,604.30
Environmental Compliance (EC) Inspector III	\$3,291.44	\$4,000.77
Environmental Compliance (EC) Inspector IV	\$3,521.84	\$4,280.82
Environmental Control (EC) Outreach Representative	\$3,291.44	\$4,000.77

UNION SANITARY DISTRICT PAY SCHEDULE

Effective August 24, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,798.63	\$4,985.70
Environmental Program Coordinator	\$3,728.03	\$4,893.04
Fleet Mechanic I	\$2,658.62	\$3,231.57
Fleet Mechanic II	\$2,977.66	\$3,619.36
General Manager	\$7,074.72	\$9,285.56
Human Resources Administrator	\$4,591.87	\$6,026.83
Human Resources Analyst	\$3,210.96	\$4,214.38
Information Technology Administrator	\$4,367.30	\$5,732.08
Information Technology Analyst	\$3,089.29	\$4,054.70
Instrument Tech/Electrician	\$3,274.86	\$3,980.62
Janitor	\$1,778.16	\$2,161.36
Junior Engineer	\$3,085.03	\$4,049.10
Laboratory Director	\$3,972.02	\$4,828.02
Lead Collection System Worker	\$2,901.42	\$3,526.69
Maintenance Assistant	\$1,142.49	\$1,388.70
Manager, Business Services	\$6,291.21	\$8,257.22
Manager, Collection Services	\$5,827.56	\$7,648.67
Manager, Maintenance	\$5,528.78	\$7,256.52
Manager, Technical Services	\$6,107.76	\$8,016.44
Manager, Treatment & Disposal Services	\$5,827.56	\$7,648.67
Mechanic I	\$2,689.63	\$3,269.26
Mechanic II	\$3,012.40	\$3,661.59
Mechanic XL	\$3,714.66	\$3,844.68
Organizational Performance Program Manager	\$3,985.83	\$5,231.41
Painter	\$2,764.26	\$3,359.97
Planner/Scheduler I	\$3,088.00	\$3,753.49
Planner/Scheduler II	\$3,320.65	\$4,036.27
Plant Operations Trainer	\$3,647.89	\$4,434.03
Plant Operator I	\$2,565.98	\$3,118.97
Plant Operator II	\$2,848.26	\$3,462.07
Plant Operator III	\$3,257.04	\$3,958.94
Plant Operator XL	\$4,016.32	\$4,156.90
Principal Engineer	\$4,640.11	\$6,090.14
Principal Financial Analyst	\$3,694.37	\$4,848.86
Purchasing Agent	\$3,637.65	\$4,774.42
Quality Coordinator	\$3,985.83	\$5,231.41

UNION SANITARY DISTRICT PAY SCHEDULE

Effective August 24, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Receptionist	\$2,029.41	\$2,466.76
Senior Accountant	\$3,314.23	\$4,349.93
Senior Database Administrator / Developer	\$3,875.52	\$5,086.62
Senior Engineer	\$4,144.15	\$5,439.20
Senior Geographic Information System (GIS)/Database Administrator	\$3,875.52	\$5,086.62
Senior Information Technology Analyst	\$3,432.55	\$4,505.22
Senior Network Administrator	\$3,785.53	\$4,968.51
Senior Planner/Scheduler	\$3,648.47	\$4,788.62
Senior Process Engineer	\$4,144.15	\$5,439.20
Storekeeper I	\$2,853.67	\$3,468.66
Storekeeper II	\$2,996.34	\$3,642.08
Technical Training Program Manager	\$3,625.89	\$4,758.98
Utility Worker	\$2,190.65	\$2,662.75
Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.		

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective October 4, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$2,938.38	\$3,571.62
Accounting Technician II	\$2,611.90	\$3,174.78
Administrative Specialist I	\$2,320.92	\$2,821.10
Administrative Specialist II	\$2,443.06	\$2,969.57
Assistant Engineer	\$3,427.81	\$4,499.00
Assistant to the General Manager	\$2,924.79	\$3,838.79
Assistant Storekeeper	\$2,256.82	\$2,743.18
Associate Engineer	\$3,821.77	\$5,016.08
Buyer I	\$2,455.78	\$3,223.21
Buyer II	\$2,889.16	\$3,792.02
Chemist I	\$3,193.43	\$3,881.64
Chemist II	\$3,353.11	\$4,075.73
Coach, Business Services	\$4,426.46	\$5,809.72
Coach, Capital Improvement Projects	\$5,128.54	\$6,731.21
Coach, Collection Services	\$4,105.64	\$5,388.65
Coach, Customer Service	\$4,580.38	\$6,027.79
Coach, Electrical & Instrumentation	\$4,150.57	\$5,447.62
Coach, Environmental Compliance	\$4,120.45	\$5,408.09
Coach - Mechanical Maintenance	\$4,032.52	\$5,292.68
Coach, Research & Support/Process Engineer	\$4,110.01	\$5,394.39
Coach, Total Plant Operations	\$4,063.75	\$5,333.68
Collection System Worker I	\$2,397.86	\$2,914.61
Collection System Worker II	\$2,637.65	\$3,206.08
Communications Coordinator	\$3,257.39	\$3,959.38
Construction Inspector I	\$2,790.06	\$3,391.33
Construction Inspector II	\$3,069.05	\$3,730.45
Construction Inspector III	\$3,191.82	\$3,879.68
Customer Service Fee Analyst	\$2,652.14	\$3,223.70
Engineering Technician I	\$2,692.06	\$3,272.21
Engineering Technician II	\$2,961.26	\$3,599.42
Engineering Technician III	\$3,257.39	\$3,959.38
Environmental Compliance (EC) Inspector I	\$2,635.74	\$3,203.75
Environmental Compliance (EC) Inspector II	\$2,965.26	\$3,604.30
Environmental Compliance (EC) Inspector III	\$3,291.44	\$4,000.77
Environmental Compliance (EC) Inspector IV	\$3,521.84	\$4,280.82
Environmental Control (EC) Outreach Representative	\$3,291.44	\$4,000.77

Effective October 4, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,798.63	\$5,001.64
Environmental Program Coordinator	\$3,728.03	\$4,893.04
Fleet Mechanic I	\$2,658.62	\$3,231.57
Fleet Mechanic II	\$2,977.66	\$3,619.36
General Manager	\$7,074.72	\$9,285.56
Human Resources Administrator	\$4,591.87	\$6,031.63
Human Resources Analyst	\$3,210.96	\$4,269.51
Information Technology Administrator	\$4,367.30	\$5,732.08
Information Technology Analyst	\$3,089.29	\$4,054.70
Instrument Tech/Electrician	\$3,274.86	\$3,980.62
Janitor	\$1,778.16	\$2,161.36
Junior Engineer	\$3,085.03	\$4,049.10
Laboratory Director	\$3,972.02	\$4,828.02
Lead Collection System Worker	\$2,901.42	\$3,526.69
Maintenance Assistant	\$1,142.49	\$1,388.70
Manager, Business Services	\$6,291.21	\$8,257.22
Manager, Collection Services	\$5,827.56	\$7,717.35
Manager, Maintenance	\$5,528.78	\$7,256.52
Manager, Technical Services	\$6,107.76	\$8,016.44
Manager, Treatment & Disposal Services	\$5,827.56	\$7,735.81
Mechanic I	\$2,689.63	\$3,269.26
Mechanic II	\$3,012.40	\$3,661.59
Mechanic XL	\$3,714.66	\$3,844.68
Painter	\$2,764.26	\$3,359.97
Planner/Scheduler I	\$3,088.00	\$3,753.49
Planner/Scheduler II	\$3,320.65	\$4,036.27
Plant Operations Trainer	\$3,647.89	\$4,434.03
Plant Operator I	\$2,565.98	\$3,118.97
Plant Operator II	\$2,848.26	\$3,462.07
Plant Operator III	\$3,257.04	\$3,958.94
Plant Operator XL	\$4,016.32	\$4,156.90
Principal Engineer	\$4,640.11	\$6,090.14
Principal Financial Analyst	\$3,694.37	\$4,874.40
Purchasing Agent	\$3,637.65	\$4,774.42
Organizational Performance Program Manager	\$3,985.83	\$5,363.77
Receptionist	\$2,029.41	\$2,466.76
Senior Accountant	\$3,314.23	\$4,349.93
Senior Database Administrator / Developer	\$3,875.52	\$5,086.62

Effective October 4, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Engineer	\$4,144.15	\$5,439.20
Senior Geographic Information System (GIS)/Database Administrator	\$3,875.52	\$5,086.62
Senior Information Technology Analyst	\$3,432.55	\$4,505.22
Senior Network Administrator	\$3,785.53	\$4,968.51
Senior Planner/Scheduler	\$3,648.47	\$4,788.62
Senior Process Engineer	\$4,144.15	\$5,439.20
Storekeeper I	\$2,853.67	\$3,468.66
Storekeeper II	\$2,996.34	\$3,642.08
Technical Training Program Manager	\$3,625.89	\$4,758.98
Utility Worker	\$2,190.65	\$2,662.75
<p>Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.</p>		

Approved by: _____


President, Board of Directors

Date: _____

1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective December 8, 2014		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$2,938.38	\$3,571.62
Accounting Technician II	\$2,611.90	\$3,174.78
Administrative Specialist I	\$2,320.92	\$2,821.10
Administrative Specialist II	\$2,443.06	\$2,969.57
Assistant Engineer	\$3,427.81	\$4,499.00
Assistant to the General Manager	\$2,924.79	\$3,838.79
Assistant Storekeeper	\$2,256.82	\$2,743.18
Associate Engineer	\$3,821.77	\$5,016.08
Buyer I	\$2,455.78	\$3,223.21
Buyer II	\$2,889.16	\$3,792.02
Chemist I	\$3,193.43	\$3,881.64
Chemist II	\$3,353.11	\$4,075.73
Coach, Business Services	\$4,426.46	\$5,809.72
Coach, Capital Improvement Projects	\$5,128.54	\$6,731.21
Coach, Collection Services	\$4,105.64	\$5,388.65
Coach, Customer Service	\$4,580.38	\$6,011.74
Coach, Electrical & Instrumentation	\$4,150.57	\$5,447.62
Coach, Environmental Compliance	\$4,120.45	\$5,408.09
Coach - Mechanical Maintenance	\$4,032.52	\$5,292.68
Coach, Research & Support/Sr. Process Engineer	\$4,580.38	\$6,011.74
Coach, Total Plant Operations	\$4,063.75	\$5,333.68
Collection System Worker I	\$2,397.86	\$2,914.61
Collection System Worker II	\$2,637.65	\$3,206.08
Communications Coordinator	\$3,257.39	\$3,959.38
Construction Inspector I	\$2,790.06	\$3,391.33
Construction Inspector II	\$3,069.05	\$3,730.45
Construction Inspector III	\$3,191.82	\$3,879.68
Customer Service Fee Analyst	\$2,652.14	\$3,223.70
Engineering Technician I	\$2,692.06	\$3,272.21
Engineering Technician II	\$2,961.26	\$3,599.42
Engineering Technician III	\$3,257.39	\$3,959.38
Environmental Compliance (EC) Inspector I	\$2,635.74	\$3,203.75
Environmental Compliance (EC) Inspector II	\$2,965.26	\$3,604.30
Environmental Compliance (EC) Inspector III	\$3,291.44	\$4,000.77
Environmental Compliance (EC) Inspector IV	\$3,521.84	\$4,280.82
Environmental Control (EC) Outreach Representative	\$3,291.44	\$4,000.77

Effective December 8, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Health and Safety Program Manager	\$3,798.63	\$4,985.70
Environmental Program Coordinator	\$3,728.03	\$4,893.04
Fleet Mechanic I	\$2,658.62	\$3,231.57
Fleet Mechanic II	\$2,977.66	\$3,619.36
General Manager	\$7,074.72	\$9,285.56
Human Resources Administrator	\$4,591.87	\$6,026.83
Human Resources Analyst	\$3,210.96	\$4,214.38
Information Technology Administrator	\$4,367.30	\$5,732.08
Information Technology Analyst	\$3,089.29	\$4,054.70
Instrument Tech/Electrician	\$3,274.86	\$3,980.62
Janitor	\$1,778.16	\$2,161.36
Junior Engineer	\$3,085.03	\$4,049.10
Laboratory Director	\$3,972.02	\$4,828.02
Lead Collection System Worker	\$2,901.42	\$3,526.69
Maintenance Assistant	\$1,142.49	\$1,388.70
Manager, Business Services	\$6,291.21	\$8,257.22
Manager, Collection Services	\$5,528.78	\$7,256.52
Manager, Collection Services*	\$5,827.56	\$7,648.67
Manager, Maintenance	\$5,528.78	\$7,256.52
Manager, Technical Services	\$6,107.76	\$8,016.44
Manager, Treatment & Disposal Services	\$5,528.78	\$7,256.52
Manager, Treatment & Disposal Services *	\$5,827.56	\$7,648.67
Mechanic I	\$2,689.63	\$3,269.26
Mechanic II	\$3,012.40	\$3,661.59
Mechanic XL	\$3,714.66	\$3,844.68
Organizational Performance Program Manager	\$3,985.83	\$5,231.41
Painter	\$2,764.26	\$3,359.97
Planner/Scheduler I	\$3,088.00	\$3,753.49
Planner/Scheduler II	\$3,320.65	\$4,036.27
Plant Operations Trainer	\$3,647.89	\$4,434.03
Plant Operator I	\$2,565.98	\$3,118.97
Plant Operator II	\$2,848.26	\$3,462.07
Plant Operator III	\$3,257.04	\$3,958.94
Plant Operator XL	\$4,016.32	\$4,156.90
Principal Engineer	\$4,640.11	\$6,090.14
Principal Financial Analyst	\$3,694.37	\$4,848.86
Purchasing Agent	\$3,637.65	\$4,774.42
Receptionist	\$2,029.41	\$2,466.76

Effective December 8, 2014

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Accountant	\$3,314.23	\$4,349.93
Senior Database Administrator / Developer	\$3,875.52	\$5,086.62
Senior Engineer	\$4,144.15	\$5,439.20
Senior Geographic Information System (GIS)/Database Administrator	\$3,875.52	\$5,086.62
Senior Information Technology Analyst	\$3,432.55	\$4,505.22
Senior Network Administrator	\$3,785.53	\$4,968.51
Senior Planner/Scheduler	\$3,648.47	\$4,788.62
Senior Process Engineer	\$4,144.15	\$5,439.20
Storekeeper I	\$2,853.67	\$3,468.66
Storekeeper II	\$2,996.34	\$3,642.08
Technical Training Program Manager	\$3,625.89	\$4,758.98
Utility Worker	\$2,190.65	\$2,662.75

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

* Pay rates will no longer be used after December 30, 2014.

Approved by: 
 President, Board of Directors

Date: 1/9/17

UNION SANITARY DISTRICT PAY SCHEDULE

Effective September 1, 2015		
(REVISED - 01/09/2017)		
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting Tech Specialist	\$3,041.23	\$3,696.63
Accounting Technician II	\$2,703.31	\$3,285.90
Administrative Specialist I	\$2,402.15	\$2,919.83
Administrative Specialist II	\$2,528.58	\$3,073.50
Assistant Engineer	\$3,596.80	\$4,720.80
Assistant to the General Manager	\$3,088.87	\$4,054.14
Assistant Storekeeper	\$2,335.82	\$2,839.19
Associate Engineer	\$4,022.80	\$5,279.92
Buyer I	\$2,726.87	\$3,579.02
Buyer II	\$3,029.86	\$3,976.69
Chemist I	\$3,305.21	\$4,017.50
Chemist II	\$3,470.47	\$4,218.38
Coach, Business Services	\$4,641.14	\$6,091.50
Coach, Capital Improvement Projects	\$5,355.22	\$7,028.73
Coach, Collection Services	\$4,291.62	\$5,632.75
Coach, Customer Service	\$5,355.22	\$7,028.73
Coach, Electrical & Instrumentation	\$4,368.06	\$5,733.08
Coach, Environmental Compliance	\$4,386.22	\$5,756.92
Coach - Mechanical Maintenance	\$4,289.80	\$5,630.36
Coach, Research & Support/Sr. Process Engineer	\$4,765.42	\$6,254.62
Coach, Total Plant Operations	\$4,330.69	\$5,684.03
Collection System Worker I	\$2,481.78	\$3,016.62
Collection System Worker II	\$2,729.97	\$3,318.30
Communications & Intergovernmental Relations Coordinator	\$3,565.94	\$4,334.41
Construction Inspector I	\$2,887.70	\$3,510.02
Construction Inspector II	\$3,176.47	\$3,861.02
Construction Inspector III	\$3,303.54	\$4,015.46
Customer Service Fee Analyst	\$2,744.97	\$3,336.52
Engineering Technician I	\$2,786.27	\$3,386.74
Engineering Technician II	\$3,064.90	\$3,725.41
Engineering Technician III	\$3,371.40	\$4,097.95
Environmental Compliance (EC) Inspector I	\$2,727.98	\$3,315.88
Environmental Compliance (EC) Inspector II	\$3,069.05	\$3,730.45
Environmental Compliance (EC) Inspector III	\$3,406.64	\$4,140.79
Environmental Compliance (EC) Inspector IV	\$3,645.10	\$4,430.65

Effective September 1, 2015

(REVISED - 01/09/2017)

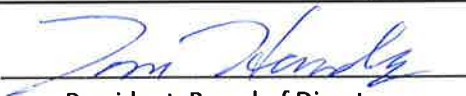
Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Environmental Control (EC) Outreach Representative	\$3,406.64	\$4,140.79
Environmental Health and Safety Program Manager	\$3,945.26	\$5,187.62
Environmental Program Coordinator	\$3,968.49	\$5,208.64
Fleet Mechanic I	\$2,751.67	\$3,344.67
Fleet Mechanic II	\$3,081.87	\$3,746.04
General Manager	\$7,446.35	\$9,772.11
Human Resources Manager	\$4,832.03	\$6,342.04
Human Resources Analyst II	\$3,350.31	\$4,397.29
Information Technology Administrator	\$4,635.89	\$6,084.60
Information Technology Analyst	\$3,237.58	\$4,249.32
Instrument Tech/Electrician	\$3,389.49	\$4,119.94
Janitor	\$1,840.39	\$2,237.01
Junior Engineer	\$3,237.12	\$4,248.72
Laboratory Director	\$4,111.05	\$4,997.00
Lead Collection System Worker	\$3,002.96	\$3,650.05
Maintenance Assistant	\$1,182.47	\$1,437.30
Manager, Business Services	\$6,598.22	\$8,660.17
Manager, Collection Services	\$5,819.59	\$7,638.22
Manager, Maintenance	\$5,819.59	\$7,638.22
Manager, Technical Services	\$6,401.55	\$8,402.03
Manager, Treatment & Disposal Services	\$5,819.59	\$7,638.22
Mechanic I	\$2,783.77	\$3,383.69
Mechanic II	\$3,117.83	\$3,789.75
Mechanic XL	\$3,714.66	\$3,979.24
Organizational Performance Program Manager	\$4,197.08	\$5,508.67
Painter	\$2,861.01	\$3,477.57
Planner/Scheduler I	\$3,196.08	\$3,884.86
Planner/Scheduler II	\$3,436.87	\$4,177.54
Plant Operations Trainer	\$3,775.57	\$4,589.22
Plant Operator I	\$2,655.79	\$3,228.14
Plant Operator II	\$2,947.94	\$3,583.24
Plant Operator III	\$3,371.03	\$4,097.51
Plant Operator XL	\$4,016.32	\$4,302.38
Principal Engineer	\$4,845.20	\$6,359.32
Principal Financial Analyst	\$3,850.64	\$5,053.97
Purchasing Agent	\$3,378.49	\$4,434.26
Receptionist	\$2,100.44	\$2,553.10
Senior Accountant	\$3,488.23	\$4,578.30

Effective September 1, 2015

(REVISED - 01/09/2017)

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Senior Database Administrator / Developer	\$4,071.23	\$5,343.49
Senior Engineer	\$4,311.57	\$5,658.94
Senior Geographic Information System (GIS)/Database Administrator	\$4,071.23	\$5,343.49
Senior Information Technology Analyst	\$3,597.31	\$4,721.47
Senior Network Administrator	\$3,943.39	\$5,175.70
Senior Planner/Scheduler	\$3,881.24	\$5,094.13
Senior Process Engineer	\$4,311.57	\$5,658.94
Storekeeper I	\$2,953.54	\$3,590.06
Storekeeper II	\$3,101.22	\$3,769.55
Technical Training Program Coordinator	\$3,781.44	\$4,963.14
Utility Worker	\$2,267.32	\$2,755.94

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: 
 President, Board of Directors

Date: 1/9/17

OTHER BUSINESS:

There was no other business.

ADJOURNMENT:

The meeting was adjourned at 7:54 p.m. to the next scheduled Regular Board Meeting to be held in the Boardroom on Monday, January 23, 2017, at 7:00 p.m.

SUBMITTED:

ATTEST:



REGINA McEVOY
BOARD CLERK



ANJALI LATHI
SECRETARY

APPROVED:



TOM HANDLEY
PRESIDENT

Adopted this 23rd day of January, 2017