

Marina Coast Water District  
Agenda Transmittal

Agenda Item: 8-D

Meeting Date: February 8, 2011

Submitted By: Jean Premutati  
Reviewed By: Carl Niizawa

Presented By: Jim Heitzman

Agenda Title: Consider Adoption of Resolution No. 2011-17 to Approve the FY 2010/2011  
Unrepresented Employees Salary Schedules

Description: The District appointed negotiator has met with the Unrepresented Employees and attached is the proposed salary schedule for FY 2010/2011.

Environmental Review Compliance: None.

Prior Committee or Board Action: None.

Board Goals/Objectives: *Strategic Plan Mission – Providing high quality water, wastewater and recycled water services to the District’s expanding communities through management, conservation and development of future resources at reasonable costs.*

Financial Impact:  Yes  No

Funding Source/Recap: Distributed across all cost centers for Salary and Benefits.

Material Included for Information/Consideration: Resolution No. 2011-17; and, Proposed FY 2010/2011 salary schedule for Unrepresented Employees.

Staff Recommendation: The Board of Directors consider adopting Resolution No. 2011-17 approving the proposed salary schedule.

Action Required:  Resolution  Motion  Review  
(Roll call vote is required.)

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Board Action

Resolution No  Motion By  Seconded By

Ayes  Abstained

Noes  Absent

Reagendized  Date  No Action Taken

February 8, 2011

Resolution No. 2011 - 17  
Resolution of the Board of Directors  
Marina Coast Water District  
Approve Salary Schedule for Unrepresented Employees

RESOLVED by the Board of Directors (“Directors”) of the Marina Coast Water District (“District”), at a regular meeting duly called and held on February 8, 2011 at the business office of the District, 11 Reservation Road, Marina, California as follows:

WHEREAS, the District’s negotiator and the Unrepresented Employees have tentatively agreed to changes in the terms of employment, and;

WHEREAS, negotiations have resulted in a newly proposed salary schedule.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Marina Coast Water District does hereby approve the revised District Salary Schedules (Exhibit A) and authorize the General Manager to take all actions necessary to execute this resolution.

PASSED AND ADOPTED on February 8, 2011 by the Board of Directors of the Marina Coast Water District by the following roll call vote:

Ayes: Directors \_\_\_\_\_  
Noes: Directors \_\_\_\_\_  
Absent: Directors \_\_\_\_\_  
Abstained: Directors \_\_\_\_\_

\_\_\_\_\_  
William Y. Lee, President

ATTEST:

\_\_\_\_\_  
Jim Heitzman, Secretary

CERTIFICATE OF SECRETARY

The undersigned Secretary of the Board of the Marina Coast Water District hereby certifies that the foregoing is a full, true and correct copy of Resolution No. 2010-17 adopted February 8, 2011.

\_\_\_\_\_  
Jim Heitzman, Secretary

**Marina Coast Water District - Unrepresented (Exempt)  
Management Classification and Salary Schedule for  
FY2010/2011**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

2/1/11

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
	U32	\$81,741.005	\$85,828.055	\$90,119.458	\$94,625.431	\$99,356.702	\$104,324.537
		\$6,811.750	\$7,152.338	\$7,509.955	\$7,885.453	\$8,279.725	\$8,693.711
		\$3,143.885	\$3,301.079	\$3,466.133	\$3,639.440	\$3,821.412	\$4,012.482
		\$39.299	\$41.263	\$43.327	\$45.493	\$47.768	\$50.156
	U33	\$83,784.530	\$87,973.756	\$92,372.444	\$96,991.066	\$101,840.620	\$106,932.651
		\$6,982.044	\$7,331.146	\$7,697.704	\$8,082.589	\$8,486.718	\$8,911.054
		\$3,222.482	\$3,383.606	\$3,552.786	\$3,730.426	\$3,916.947	\$4,112.794
		\$40.281	\$42.295	\$44.410	\$46.630	\$48.962	\$51.410
Mgmt Services Administrator	U34	\$85,879.143	\$90,173.100	\$94,681.755	\$99,415.843	\$104,386.635	\$109,605.967
		\$7,156.595	\$7,514.425	\$7,890.146	\$8,284.654	\$8,698.886	\$9,133.831
		\$3,303.044	\$3,468.196	\$3,641.606	\$3,823.686	\$4,014.871	\$4,215.614
		\$41.288	\$43.352	\$45.520	\$47.796	\$50.186	\$52.695
	U35	\$88,026.122	\$92,427.428	\$97,048.799	\$101,901.239	\$106,996.301	\$112,346.116
		\$7,335.510	\$7,702.286	\$8,087.400	\$8,491.770	\$8,916.358	\$9,362.176
		\$3,385.620	\$3,554.901	\$3,732.646	\$3,919.278	\$4,115.242	\$4,321.004
		\$42.320	\$44.436	\$46.658	\$48.991	\$51.441	\$54.013
	U36	\$90,226.775	\$94,738.114	\$99,475.019	\$104,448.770	\$109,671.209	\$115,154.769
		\$7,518.898	\$7,894.843	\$8,289.585	\$8,704.064	\$9,139.267	\$9,596.231
		\$3,470.261	\$3,643.774	\$3,825.962	\$4,017.260	\$4,218.123	\$4,429.030
		\$43.378	\$45.547	\$47.825	\$50.216	\$52.727	\$55.363
	U37	\$92,482.444	\$97,106.566	\$101,961.895	\$107,059.989	\$112,412.989	\$118,033.638
		\$7,706.870	\$8,092.214	\$8,496.825	\$8,921.666	\$9,367.749	\$9,836.137
		\$3,557.017	\$3,734.868	\$3,921.611	\$4,117.692	\$4,323.576	\$4,539.755
		\$44.463	\$46.686	\$49.020	\$51.471	\$54.045	\$56.747
	U38	\$94,794.505	\$99,534.231	\$104,510.942	\$109,736.489	\$115,223.314	\$120,984.479
		\$7,899.542	\$8,294.519	\$8,709.245	\$9,144.707	\$9,601.943	\$10,082.040
		\$3,645.943	\$3,828.240	\$4,019.652	\$4,220.634	\$4,431.666	\$4,653.249
		\$45.574	\$47.853	\$50.246	\$52.758	\$55.396	\$58.166
	U39	\$97,164.368	\$102,022.586	\$107,123.716	\$112,479.901	\$118,103.896	\$124,009.091
		\$8,097.031	\$8,501.882	\$8,926.976	\$9,373.325	\$9,841.991	\$10,334.091
		\$3,737.091	\$3,923.946	\$4,120.143	\$4,326.150	\$4,542.458	\$4,769.580
		\$46.714	\$49.049	\$51.502	\$54.077	\$56.781	\$59.620
	U40	\$99,593.477	\$104,573.151	\$109,801.808	\$115,291.899	\$121,056.494	\$127,109.319
		\$8,299.456	\$8,714.429	\$9,150.151	\$9,607.658	\$10,088.041	\$10,592.443
		\$3,830.518	\$4,022.044	\$4,223.146	\$4,434.304	\$4,656.019	\$4,888.820
		\$47.881	\$50.276	\$52.789	\$55.429	\$58.200	\$61.110
	U41	\$102,083.314	\$107,187.480	\$112,546.854	\$118,174.196	\$124,082.906	\$130,287.052
		\$8,506.943	\$8,932.290	\$9,378.904	\$9,847.850	\$10,340.242	\$10,857.254
		\$3,926.281	\$4,122.595	\$4,328.725	\$4,545.161	\$4,772.419	\$5,011.040
		\$49.079	\$51.532	\$54.109	\$56.815	\$59.655	\$62.638

**Marina Coast Water District - Unrepresented (Exempt)  
Management Classification and Salary Schedule for  
FY2010/2011**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

2/1/11

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
	U42	\$104,635.397	\$109,867.167	\$115,360.525	\$121,128.551	\$127,184.979	\$133,544.228
		\$8,719.616	\$9,155.597	\$9,613.377	\$10,094.046	\$10,598.748	\$11,128.686
		\$4,024.438	\$4,225.660	\$4,436.943	\$4,658.790	\$4,891.730	\$5,136.316
		\$50.305	\$52.821	\$55.462	\$58.235	\$61.147	\$64.204
	U43	\$107,251.282	\$112,613.846	\$118,244.538	\$124,156.765	\$130,364.603	\$136,882.834
		\$8,937.607	\$9,384.487	\$9,853.712	\$10,346.397	\$10,863.717	\$11,406.903
		\$4,125.049	\$4,331.302	\$4,547.867	\$4,775.260	\$5,014.023	\$5,264.724
		\$51.563	\$54.141	\$56.848	\$59.691	\$62.675	\$65.809
	U44	\$109,932.564	\$115,429.192	\$121,200.652	\$127,260.684	\$133,623.718	\$140,304.904
		\$9,161.047	\$9,619.099	\$10,100.054	\$10,605.057	\$11,135.310	\$11,692.075
		\$4,228.176	\$4,439.584	\$4,661.564	\$4,894.642	\$5,139.374	\$5,396.342
		\$52.852	\$55.495	\$58.270	\$61.183	\$64.242	\$67.454
	U45	\$112,680.878	\$118,314.922	\$124,230.668	\$130,442.201	\$136,964.311	\$143,812.527
		\$9,390.073	\$9,859.577	\$10,352.556	\$10,870.183	\$11,413.693	\$11,984.377
		\$4,333.880	\$4,550.574	\$4,778.103	\$5,017.008	\$5,267.858	\$5,531.251
		\$54.173	\$56.882	\$59.726	\$62.713	\$65.848	\$69.141
	U46	\$115,497.900	\$121,272.795	\$127,336.435	\$133,703.256	\$140,388.419	\$147,407.840
		\$9,624.825	\$10,106.066	\$10,611.370	\$11,141.938	\$11,699.035	\$12,283.987
		\$4,442.227	\$4,664.338	\$4,897.555	\$5,142.433	\$5,399.555	\$5,669.532
		\$55.528	\$58.304	\$61.219	\$64.280	\$67.494	\$70.869
	U47	\$118,385.347	\$124,304.615	\$130,519.845	\$137,045.838	\$143,898.130	\$151,093.036
		\$9,865.446	\$10,358.718	\$10,876.654	\$11,420.486	\$11,991.511	\$12,591.086
		\$4,553.283	\$4,780.947	\$5,019.994	\$5,270.994	\$5,534.543	\$5,811.271
		\$56.916	\$59.762	\$62.750	\$65.887	\$69.182	\$72.641
	U48	\$121,344.981	\$127,412.230	\$133,782.842	\$140,471.984	\$147,495.583	\$154,870.362
		\$10,112.082	\$10,617.686	\$11,148.570	\$11,705.999	\$12,291.299	\$12,905.864
		\$4,667.115	\$4,900.470	\$5,145.494	\$5,402.769	\$5,672.907	\$5,956.552
		\$58.339	\$61.256	\$64.319	\$67.535	\$70.911	\$74.457
Deputy GM/District Engineer	U49	\$124,378.606	\$130,597.536	\$137,127.413	\$143,983.783	\$151,182.972	\$158,742.121
		\$10,364.884	\$10,883.128	\$11,427.284	\$11,998.649	\$12,598.581	\$13,228.510
		\$4,783.793	\$5,022.982	\$5,274.131	\$5,537.838	\$5,814.730	\$6,105.466
		\$59.797	\$62.787	\$65.927	\$69.223	\$72.684	\$76.318
	U50	\$127,488.071	\$133,862.474	\$140,555.598	\$147,583.378	\$154,962.547	\$162,710.674
		\$10,624.006	\$11,155.206	\$11,712.966	\$12,298.615	\$12,913.546	\$13,559.223
		\$4,903.387	\$5,148.557	\$5,405.985	\$5,676.284	\$5,960.098	\$6,258.103
		\$61.292	\$64.357	\$67.575	\$70.954	\$74.501	\$78.226
	U51	\$130,675.272	\$137,209.036	\$144,069.488	\$151,272.962	\$158,836.610	\$166,778.441
		\$10,889.606	\$11,434.086	\$12,005.791	\$12,606.080	\$13,236.384	\$13,898.203
		\$5,025.972	\$5,277.271	\$5,541.134	\$5,818.191	\$6,109.100	\$6,414.555
		\$62.825	\$65.966	\$69.264	\$72.727	\$76.364	\$80.182

Material Included for Information/Consideration: January 12, 2011 letter from LAFCO calling for nominations for the selection of Alternate LAFCO Commissioner; Nomination Form; and, Candidate Statement form.

Staff Recommendation: The Board is requested to consider appointing a District representative to run for nomination as an Independent Special District Representative Alternate Position on the LAFCO.

Action Required:      \_\_\_\_\_Resolution        X  Motion      \_\_\_\_\_Review

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Board Action

\_\_\_\_\_Resolution No \_\_\_\_\_      Motion By \_\_\_\_\_      Seconded By \_\_\_\_\_

Ayes \_\_\_\_\_      Abstained \_\_\_\_\_

Noes \_\_\_\_\_      Absent \_\_\_\_\_

Reagendized \_\_\_\_\_      Date \_\_\_\_\_      No Action Taken \_\_\_\_\_