



Memo

To: Board of Directors
From: Karl Drew, General Manager
Date: August 14, 2015
Subject: Revised Salary Schedule

**** CONFIDENTIAL ****

Attached is a copy of the Revised Salary Schedule that reflects the actions taken at last month's Board meeting for the regular full-time employees. .

For operational purposes, I have added a 20 Range Salary Schedule for Part-Time and Seasonal Employees that fit below the regular salary schedule. This was not officially adopted by the Board. The pay for these employees is set by the General Manager and did not fit on the regular schedule. As guidance for myself, I have established this schedule to assist in creating consistence in setting the pay for Part-Time and Seasonal employees.

In placing the Part-Time and Seasonal Employees on the new schedule, each of the four employees received a salary adjustment in the range of 4% to 7.5%.

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JULY 21, 2015

Salary Grades	RANGE NUMBER	STEP					Longevity Steps			
		A	B	C	D	E	L1	L2	L3	L4
	50	57.33	60.20	63.21	66.37	69.69	71.43	73.21	75.04	76.92
	49	55.93	58.73	61.67	64.75	67.99	69.69	71.43	73.21	75.04
	48	54.57	57.30	60.16	63.17	66.33	67.99	69.69	71.43	73.21
	47	53.24	55.90	58.69	61.63	64.71	66.33	67.99	69.69	71.43
	46	51.94	54.54	57.26	60.13	63.13	64.71	66.33	67.99	69.69
	45	50.67	53.21	55.87	58.66	61.59	63.13	64.71	66.33	67.99
	44	49.44	51.91	54.50	57.23	60.09	61.59	63.13	64.71	66.33
	43	48.23	50.64	53.17	55.83	58.62	60.09	61.59	63.13	64.71
	42	47.05	49.41	51.88	54.47	57.19	58.62	60.09	61.59	63.13
	41	45.91	48.20	50.61	53.14	55.80	57.19	58.62	60.09	61.59
	40	44.79	47.03	49.38	51.85	54.44	55.80	57.19	58.62	60.09
	39	43.69	45.88	48.17	50.58	53.11	54.44	55.80	57.19	58.62
	38	42.63	44.76	47.00	49.35	51.82	53.11	54.44	55.80	57.19
	37	41.59	43.67	45.85	48.14	50.55	51.82	53.11	54.44	55.80
	36	40.57	42.60	44.73	46.97	49.32	50.55	51.82	53.11	54.44
	35	39.58	41.56	43.64	45.82	48.12	49.32	50.55	51.82	53.11
	34	38.62	40.55	42.58	44.71	46.94	48.12	49.32	50.55	51.82
	33	37.68	39.56	41.54	43.62	45.80	46.94	48.12	49.32	50.55
	32	36.76	38.60	40.53	42.55	44.68	45.80	46.94	48.12	49.32
	31	35.86	37.65	39.54	41.51	43.59	44.68	45.80	46.94	48.12
	30	34.99	36.74	38.57	40.50	42.53	43.59	44.68	45.80	46.94
	29	34.13	35.84	37.63	39.51	41.49	42.53	43.59	44.68	45.80
	28	33.30	34.97	36.71	38.55	40.48	41.49	42.53	43.59	44.68
	27	32.49	34.11	35.82	37.61	39.49	40.48	41.49	42.53	43.59
	26	31.70	33.28	34.95	36.69	38.53	39.49	40.48	41.49	42.53
	25	30.92	32.47	34.09	35.80	37.59	38.53	39.49	40.48	41.49
	24	30.17	31.68	33.26	34.92	36.67	37.59	38.53	39.49	40.48
	23	29.43	30.91	32.45	34.07	35.78	36.67	37.59	38.53	39.49
	22	28.72	30.15	31.66	33.24	34.90	35.78	36.67	37.59	38.53
	21	28.02	29.42	30.89	32.43	34.05	34.90	35.78	36.67	37.59
	20	27.33	28.70	30.13	31.64	33.22	34.05	34.90	35.78	36.67
	19	26.67	28.00	29.40	30.87	32.41	33.22	34.05	34.90	35.78
	18	26.01	27.32	28.68	30.12	31.62	32.41	33.22	34.05	34.90
	17	25.38	26.65	27.98	29.38	30.85	31.62	32.41	33.22	34.05
	16	24.76	26.00	27.30	28.66	30.10	30.85	31.62	32.41	33.22
	15	24.16	25.37	26.63	27.97	29.36	30.10	30.85	31.62	32.41
	14	23.57	24.75	25.98	27.28	28.65	29.36	30.10	30.85	31.62
	13	22.99	24.14	25.35	26.62	27.95	28.65	29.36	30.10	30.85
	12	22.43	23.55	24.73	25.97	27.27	27.95	28.65	29.36	30.10
	11	21.89	22.98	24.13	25.34	26.60	27.27	27.95	28.65	29.36
	10	21.35	22.42	23.54	24.72	25.95	26.60	27.27	27.95	28.65
	9	20.83	21.87	22.97	24.11	25.32	25.95	26.60	27.27	27.95
	8	20.32	21.34	22.41	23.53	24.70	25.32	25.95	26.60	27.27
	7	19.83	20.82	21.86	22.95	24.10	24.70	25.32	25.95	26.60
	6	19.34	20.31	21.33	22.39	23.51	24.10	24.70	25.32	25.95
	5	18.87	19.82	20.81	21.85	22.94	23.51	24.10	24.70	25.32
	4	18.41	19.33	20.30	21.31	22.38	22.94	23.51	24.10	24.70
	3	17.96	18.86	19.80	20.79	21.83	22.38	22.94	23.51	24.10
	2	17.52	18.40	19.32	20.29	21.30	21.83	22.38	22.94	23.51
	1	17.10	17.95	18.85	19.79	20.78	21.30	21.83	22.38	22.94

Office Manager
Field Supervisor
Serviceman - Lead
Serviceman
Customer Service Representative

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JULY 21, 2015

Part-Time/Seasonal Schedule - (Unofficial/Added by General Manager)

Salary Grades	RANGE NUMBER	STEP					Longevity Steps			
		A	B	C	D	E	L1	L2	L3	L4
	20	16.68	17.52	18.39	19.31	20.28	20.78	21.30	21.84	22.38
	19	16.28	17.09	17.94	18.84	19.78	20.28	20.78	21.30	21.84
	18	15.88	16.67	17.51	18.38	19.30	19.78	20.28	20.78	21.30
	17	15.49	16.27	17.08	17.93	18.83	19.30	19.78	20.28	20.78
	16	15.11	15.87	16.66	17.50	18.37	18.83	19.30	19.78	20.28
	15	14.74	15.48	16.26	17.07	17.92	18.37	18.83	19.30	19.78
	14	14.38	15.10	15.86	16.65	17.48	17.92	18.37	18.83	19.30
	13	14.03	14.74	15.47	16.25	17.06	17.48	17.92	18.37	18.83
	12	13.69	14.38	15.10	15.85	16.64	17.06	17.49	17.92	18.37
	11	13.36	14.03	14.73	15.46	16.24	16.64	17.06	17.49	17.92
	10	13.03	13.68	14.37	15.09	15.84	16.24	16.64	17.06	17.49
	9	12.71	13.35	14.02	14.72	15.45	15.84	16.24	16.64	17.06
	8	12.40	13.02	13.68	14.36	15.08	15.45	15.84	16.24	16.64
	7	12.10	12.71	13.34	14.01	14.71	15.08	15.45	15.84	16.24
	6	11.81	12.40	13.02	13.67	14.35	14.71	15.08	15.45	15.84
	5	11.52	12.09	12.70	13.33	14.00	14.35	14.71	15.08	15.45
	4	11.24	11.80	12.39	13.01	13.66	14.00	14.35	14.71	15.08
	3	10.96	11.51	12.09	12.69	13.33	13.66	14.00	14.35	14.71
	2	10.70	11.23	11.79	12.38	13.00	13.33	13.66	14.00	14.35
	1	10.44	10.96	11.50	12.08	12.68	13.00	13.33	13.66	14.00

Employee Number	Employee	Position	Range	Step	Hourly Rate	Overtime Rate
Regular Employees						
1024	Chris F. Heryford	Field Supervisor	34	E	46.94	N/A
1031	Karl B. Drew	General Manager	SPEC		72.65	N/A
1037	Clark W. Stephens	Serviceman	25	E	37.59	56.38
1055	Steven D. Wood	Serviceman	25	E	37.59	56.38
1058	Michael J. Lutcavish	Serviceman	21	E	34.05	51.08
1065	Larrie A. Davis	Office Manager	30	E	42.53	N/A
1080	Lorraine D O'Neill	CSR	13	E	27.95	41.92
1090	David C Sale	Serviceman	15	E	29.36	44.05
1091	James N Hinton	Serviceman	17	E	30.85	46.28
1102	Wendy Malsed	CSR	11	C	24.13	36.19
1104	Michael J. Casas	Serviceman	12	D	25.97	38.95
Part-Time/Seasonal Employees						
1095	Jennifer A Kawell	Part-time	16	B	15.87	23.80
1105	Frank Connelly	Temp Field	18	B	16.67	25.01
1106	Carol A Roberson	Part-time	3	B	11.51	17.27
1107	Ethan D Scheeper	Temp Field	9	A	12.71	19.07
14	Total Hourly Rate				466.37	456.38

Salary Grades

<u>Salary Grades</u>	<u>Ranges</u>
Office Manager	28 - 43
Field Supervisor	24 - 38
Serviceman - Lead	20 - 26
Serviceman	10 - 22
Customer Service Representative	7 - 21

Salary Schedule Structure

Range Increase	2.50%
Step Increase	
A - E	5.00%
L1 - L4	2.50%

Advancement

Range Certifications, Education, Promotions and Merit

Steps

A to B 6 months with satisfactory or better evaluation

B - E Additional 12 months each step with satisfactory or better evaluation

Longevity Steps (Effective 7/31/16)

L1 10 years of service with satisfactory or better evaluation

L2 - L4 Additional 5 years of service each step with satisfactory or better evaluation