

Staff Report

for the Regular Meeting of the Board of Directors, January 23, 2019

TO: Honorable Board of Directors

FROM: Jana Kolakowski, Human Resources Manager

DATE: January 15, 2019

SUBJECT: Position/Compensation Schedule – 2019, and Requirement for Publicly Available Pay Schedule (Consent)

HUMAN RESOURCES

RECOMMENDATION:

Adopt the updated District's Position/Compensation Schedule for 2019, effective January 7, 2019 to include a cost of living allowance ("COLA") of 3.5% and authorize posting to the District's website.

BACKGROUND:

A COLA went into effect on January 7, 2019. Staff confirmed the amount and effective dates in the Memoranda of Understanding ("MOU") between the District and AFSCME, Article III, sections 10 and 11 for each of the three bargaining units – Supervisory, Field and Office. After reviewing the attached Consumer Price Index, the District's Finance Manager, Marvin Davis, confirmed the COLA increase applied to the Position/Wage Schedule would be the maximum allowed as per the MOU - 3.5%.

Adoption and posting of the updated Position/Compensation Schedule in the attached format is required by CalPERS. This posting also keeps the District in compliance with the requirement to have a Publicly Available Pay Schedule as per Government Code Section 20636 and California Code of Regulations Section 570.5

BUDGETARY IMPACT:

None at this time.

Attachment:

- Wage/Compensation Schedule – 1/7/2019
- MOU Article III, sections 10-11
- CPI-All Urban Consumers (CPI-U)

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB19	Accountant I	1	30.35	2,428.00	5,260.67	63,128.00
		2	31.85	2,548.00	5,520.67	66,248.00
		3	33.44	2,675.20	5,796.27	69,555.20
		4	35.13	2,810.40	6,089.20	73,070.40
		5	36.88	2,950.40	6,392.53	76,710.40
WOB37	Accountant II	1	33.18	2,654.40	5,751.20	69,014.40
		2	34.85	2,788.00	6,040.67	72,488.00
		3	36.58	2,926.40	6,340.53	76,086.40
		4	38.42	3,073.60	6,659.47	79,913.60
		5	40.33	3,226.40	6,990.53	83,886.40
WOB52	Assistant Engineer	1	35.77	2,861.60	6,200.13	74,401.60
		2	37.55	3,004.00	6,508.67	78,104.00
		3	39.43	3,154.40	6,834.53	82,014.40
		4	41.39	3,311.20	7,174.27	86,091.20
		5	43.45	3,476.00	7,531.33	90,376.00
WOC66	Assistant General Manager	1	62.82	5,025.60	10,888.80	130,665.60
		2	65.98	5,278.40	11,436.53	137,238.40
		3	69.28	5,542.40	12,008.53	144,102.40
		4	72.74	5,819.20	12,608.27	151,299.20
		5	76.38	6,110.40	13,239.20	158,870.40
WOB66	Assistant Maintenance Superintendent - Vegetation	1	38.37	3,069.60	6,650.80	79,809.60
		2	40.26	3,220.80	6,978.40	83,740.80
		3	42.28	3,382.40	7,328.53	87,942.40
		4	44.38	3,550.40	7,692.53	92,310.40
		5	46.63	3,730.40	8,082.53	96,990.40
WOB55	Assistant Water Superintendent	1	36.31	2,904.80	6,293.73	75,524.80
		2	38.11	3,048.80	6,605.73	79,268.80
		3	40.02	3,201.60	6,936.80	83,241.60
		4	42.01	3,360.80	7,281.73	87,380.80
		5	44.12	3,529.60	7,647.47	91,769.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC03	Associate Engineer (Registered)	1	45.90	3,672.00	7,956.00	95,472.00
		2	48.18	3,854.40	8,351.20	100,214.40
		3	50.60	4,048.00	8,770.67	105,248.00
		4	53.11	4,248.80	9,205.73	110,468.80
		5	55.80	4,464.00	9,672.00	116,064.00
WOB65	Board Secretary	1	38.15	3,052.00	6,612.67	79,352.00
		2	40.06	3,204.80	6,943.73	83,324.80
		3	42.07	3,365.60	7,292.13	87,505.60
		4	44.17	3,533.60	7,656.13	91,873.60
		5	46.37	3,709.60	8,037.47	96,449.60
WOB51	Business Services Technician I	1	35.58	2,846.40	6,167.20	74,006.40
		2	37.38	2,990.40	6,479.20	77,750.40
		3	39.25	3,140.00	6,803.33	81,640.00
		4	41.19	3,295.20	7,139.60	85,675.20
		5	43.24	3,459.20	7,494.93	89,939.20
WOB71	Business Services Technician II	1	39.31	3,144.80	6,813.73	81,764.80
		2	41.28	3,302.40	7,155.20	85,862.40
		3	43.33	3,466.40	7,510.53	90,126.40
		4	45.50	3,640.00	7,886.67	94,640.00
		5	47.80	3,824.00	8,285.33	99,424.00
WOB19	Buyer	1	30.35	2,428.00	5,260.67	63,128.00
		2	31.85	2,548.00	5,520.67	66,248.00
		3	33.44	2,675.20	5,796.27	69,555.20
		4	35.13	2,810.40	6,089.20	73,070.40
		5	36.88	2,950.40	6,392.53	76,710.40
WOA41	Cashier	1	20.67	1,653.60	3,582.80	42,993.60
		2	21.69	1,735.20	3,759.60	45,115.20
		3	22.80	1,824.00	3,952.00	47,424.00
		4	23.91	1,912.80	4,144.40	49,732.80
		5	25.12	2,009.60	4,354.13	52,249.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB41	Chief Water Treatment Operator	1	33.85	2,708.00	5,867.33	70,408.00
		2	35.54	2,843.20	6,160.27	73,923.20
		3	37.35	2,988.00	6,474.00	77,688.00
		4	39.20	3,136.00	6,794.67	81,536.00
		5	41.15	3,292.00	7,132.67	85,592.00
WOA70	Communications Specialist I	1	23.88	1,910.40	4,139.20	49,670.40
		2	25.08	2,006.40	4,347.20	52,166.40
		3	26.33	2,106.40	4,563.87	54,766.40
		4	27.64	2,211.20	4,790.93	57,491.20
		5	29.02	2,321.60	5,030.13	60,361.60
WOA90	Communications Specialist II	1	26.38	2,110.40	4,572.53	54,870.40
		2	27.69	2,215.20	4,799.60	57,595.20
		3	29.09	2,327.20	5,042.27	60,507.20
		4	30.55	2,444.00	5,295.33	63,544.00
		5	32.07	2,565.60	5,558.80	66,705.60
WOB04	Construction Inspector I	1	28.16	2,252.80	4,881.07	58,572.80
		2	29.56	2,364.80	5,123.73	61,484.80
		3	31.04	2,483.20	5,380.27	64,563.20
		4	32.59	2,607.20	5,648.93	67,787.20
		5	34.22	2,737.60	5,931.47	71,177.60
WOB24	Construction Inspector II	1	31.10	2,488.00	5,390.67	64,688.00
		2	32.66	2,612.80	5,661.07	67,932.80
		3	34.30	2,744.00	5,945.33	71,344.00
		4	36.02	2,881.60	6,243.47	74,921.60
		5	37.81	3,024.80	6,553.73	78,644.80
WOC21	Controller	1	50.21	4,016.80	8,703.07	104,436.80
		2	52.72	4,217.60	9,138.13	109,657.60
		3	55.33	4,426.40	9,590.53	115,086.40
		4	58.10	4,648.00	10,070.67	120,848.00
		5	61.02	4,881.60	10,576.80	126,921.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA85	Cross Connection Control Technician I	1	25.74	2,059.20	4,461.60	53,539.20
		2	27.00	2,160.00	4,680.00	56,160.00
		3	28.37	2,269.60	4,917.47	59,009.60
		4	29.77	2,381.60	5,160.13	61,921.60
		5	31.28	2,502.40	5,421.87	65,062.40
WOB05	Cross Connection Control Technician II	1	28.29	2,263.20	4,903.60	58,843.20
		2	29.70	2,376.00	5,148.00	61,776.00
		3	31.19	2,495.20	5,406.27	64,875.20
		4	32.75	2,620.00	5,676.67	68,120.00
		5	34.38	2,750.40	5,959.20	71,510.40
WOB77	Customer Service Administrator	1	40.54	3,243.20	7,026.93	84,323.20
		2	42.54	3,403.20	7,373.60	88,483.20
		3	44.68	3,574.40	7,744.53	92,934.40
		4	46.92	3,753.60	8,132.80	97,593.60
		5	49.21	3,936.80	8,529.73	102,356.80
WOA41	Customer Service Representative I	1	20.67	1,653.60	3,582.80	42,993.60
		2	21.69	1,735.20	3,759.60	45,115.20
		3	22.80	1,824.00	3,952.00	47,424.00
		4	23.91	1,912.80	4,144.40	49,732.80
		5	25.12	2,009.60	4,354.13	52,249.60
WOA61	Customer Service Representative II	1	22.83	1,826.40	3,957.20	47,486.40
		2	23.95	1,916.00	4,151.33	49,816.00
		3	25.16	2,012.80	4,361.07	52,332.80
		4	26.44	2,115.20	4,582.93	54,995.20
		5	27.74	2,219.20	4,808.27	57,699.20
WOA55	Customer Service Technician I	1	22.16	1,772.80	3,841.07	46,092.80
		2	23.26	1,860.80	4,031.73	48,380.80
		3	24.42	1,953.60	4,232.80	50,793.60
		4	25.65	2,052.00	4,446.00	53,352.00
		5	26.94	2,155.20	4,669.60	56,035.20

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA75	Customer Service Technician II	1	24.49	1,959.20	4,244.93	50,939.20
		2	25.70	2,056.00	4,454.67	53,456.00
		3	26.98	2,158.40	4,676.53	56,118.40
		4	28.34	2,267.20	4,912.27	58,947.20
		5	29.75	2,380.00	5,156.67	61,880.00
DIR01	Director	1	7.14	571.21	1,237.62	14,851.46
WOA55	Dispatcher I	1	22.16	1,772.80	3,841.07	46,092.80
		2	23.26	1,860.80	4,031.73	48,380.80
		3	24.42	1,953.60	4,232.80	50,793.60
		4	25.65	2,052.00	4,446.00	53,352.00
		5	26.94	2,155.20	4,669.60	56,035.20
WOA75	Dispatcher II	1	24.49	1,959.20	4,244.93	50,939.20
		2	25.70	2,056.00	4,454.67	53,456.00
		3	26.98	2,158.40	4,676.53	56,118.40
		4	28.34	2,267.20	4,912.27	58,947.20
		5	29.75	2,380.00	5,156.67	61,880.00
WOB92	Electrical Systems Superintendent	1	43.67	3,493.60	7,569.47	90,833.60
		2	45.84	3,667.20	7,945.60	95,347.20
		3	48.13	3,850.40	8,342.53	100,110.40
		4	50.54	4,043.20	8,760.27	105,123.20
		5	53.06	4,244.80	9,197.07	110,364.80
WOB28	Electrical Systems Technician I	1	31.74	2,539.20	5,501.60	66,019.20
		2	33.31	2,664.80	5,773.73	69,284.80
		3	34.98	2,798.40	6,063.20	72,758.40
		4	36.72	2,937.60	6,364.80	76,377.60
		5	38.55	3,084.00	6,682.00	80,184.00

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB48	Electrical Systems Technician II	1	35.05	2,804.00	6,075.33	72,904.00
		2	36.81	2,944.80	6,380.40	76,564.80
		3	38.65	3,092.00	6,699.33	80,392.00
		4	40.59	3,247.20	7,035.60	84,427.20
		5	42.60	3,408.00	7,384.00	88,608.00
WOC82	Engineering Manager	1	68.05	5,444.00	11,795.33	141,544.00
		2	71.47	5,717.60	12,388.13	148,657.60
		3	75.02	6,001.60	13,003.47	156,041.60
		4	78.77	6,301.60	13,653.47	163,841.60
		5	82.74	6,619.20	14,341.60	172,099.20
WOB03	Engineering Technician I	1	28.01	2,240.80	4,855.07	58,260.80
		2	29.43	2,354.40	5,101.20	61,214.40
		3	30.87	2,469.60	5,350.80	64,209.60
		4	32.42	2,593.60	5,619.47	67,433.60
		5	34.03	2,722.40	5,898.53	70,782.40
WOB23	Engineering Technician II	1	30.93	2,474.40	5,361.20	64,334.40
		2	32.50	2,600.00	5,633.33	67,600.00
		3	34.10	2,728.00	5,910.67	70,928.00
		4	35.83	2,866.40	6,210.53	74,526.40
		5	37.60	3,008.00	6,517.33	78,208.00
WOC03	Environmental Resources Administrator	1	45.90	3,672.00	7,956.00	95,472.00
		2	48.18	3,854.40	8,351.20	100,214.40
		3	50.60	4,048.00	8,770.67	105,248.00
		4	53.11	4,248.80	9,205.73	110,468.80
		5	55.80	4,464.00	9,672.00	116,064.00
WOA82	Equipment Mechanic I	1	25.35	2,028.00	4,394.00	52,728.00
		2	26.60	2,128.00	4,610.67	55,328.00
		3	27.95	2,236.00	4,844.67	58,136.00
		4	29.34	2,347.20	5,085.60	61,027.20
		5	30.81	2,464.80	5,340.40	64,084.80

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB02	Equipment Mechanic II	1	27.88	2,230.40	4,832.53	57,990.40
		2	29.26	2,340.80	5,071.73	60,860.80
		3	30.72	2,457.60	5,324.80	63,897.60
		4	32.26	2,580.80	5,591.73	67,100.80
		5	33.88	2,710.40	5,872.53	70,470.40
WOB32	Equipment Mechanic Supervisor	1	32.37	2,589.60	5,610.80	67,329.60
		2	33.98	2,718.40	5,889.87	70,678.40
		3	35.70	2,856.00	6,188.00	74,256.00
		4	37.46	2,996.80	6,493.07	77,916.80
		5	39.33	3,146.40	6,817.20	81,806.40
WOA95	Equipment Operator	1	27.03	2,162.40	4,685.20	56,222.40
		2	28.40	2,272.00	4,922.67	59,072.00
		3	29.81	2,384.80	5,167.07	62,004.80
		4	31.32	2,505.60	5,428.80	65,145.60
		5	32.86	2,628.80	5,695.73	68,348.80
WOA53	Equipment Service Worker	1	21.94	1,755.20	3,802.93	45,635.20
		2	23.04	1,843.20	3,993.60	47,923.20
		3	24.19	1,935.20	4,192.93	50,315.20
		4	25.38	2,030.40	4,399.20	52,790.40
		5	26.65	2,132.00	4,619.33	55,432.00
WOA73	Facility Ranger	1	24.22	1,937.60	4,198.13	50,377.60
		2	25.45	2,036.00	4,411.33	52,936.00
		3	26.71	2,136.80	4,629.73	55,556.80
		4	28.04	2,243.20	4,860.27	58,323.20
		5	29.47	2,357.60	5,108.13	61,297.60
WOB19	Finance Analyst	1	30.35	2,428.00	5,260.67	63,128.00
		2	31.85	2,548.00	5,520.67	66,248.00
		3	33.44	2,675.20	5,796.27	69,555.20
		4	35.13	2,810.40	6,089.20	73,070.40
		5	36.88	2,950.40	6,392.53	76,710.40

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA41	Finance Assistant I	1	20.67	1,653.60	3,582.80	42,993.60
		2	21.69	1,735.20	3,759.60	45,115.20
		3	22.80	1,824.00	3,952.00	47,424.00
		4	23.91	1,912.80	4,144.40	49,732.80
		5	25.12	2,009.60	4,354.13	52,249.60
WOA61	Finance Assistant II	1	22.83	1,826.40	3,957.20	47,486.40
		2	23.95	1,916.00	4,151.33	49,816.00
		3	25.16	2,012.80	4,361.07	52,332.80
		4	26.44	2,115.20	4,582.93	54,995.20
		5	27.74	2,219.20	4,808.27	57,699.20
WOC66	Finance Manager	1	62.82	5,025.60	10,888.80	130,665.60
		2	65.98	5,278.40	11,436.53	137,238.40
		3	69.28	5,542.40	12,008.53	144,102.40
		4	72.74	5,819.20	12,608.27	151,299.20
		5	76.38	6,110.40	13,239.20	158,870.40
GM001	General Manager	1	121.37	9,709.60	21,037.46	252,449.60
WOB03	GIS Technician I	1	28.01	2,240.80	4,855.07	58,260.80
		2	29.43	2,354.40	5,101.20	61,214.40
		3	30.87	2,469.60	5,350.80	64,209.60
		4	32.42	2,593.60	5,619.47	67,433.60
		5	34.03	2,722.40	5,898.53	70,782.40
WOB23	GIS Technician II	1	30.93	2,474.40	5,361.20	64,334.40
		2	32.50	2,600.00	5,633.33	67,600.00
		3	34.10	2,728.00	5,910.67	70,928.00
		4	35.83	2,866.40	6,210.53	74,526.40
		5	37.60	3,008.00	6,517.33	78,208.00

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB72	Human Resources Manager	1	39.51	3,160.80	6,848.40	82,180.80
		2	41.49	3,319.20	7,191.60	86,299.20
		3	43.58	3,486.40	7,553.87	90,646.40
		4	45.76	3,660.80	7,931.73	95,180.80
		5	48.03	3,842.40	8,325.20	99,902.40
WOB13	Human Resources Representative I	1	29.46	2,356.80	5,106.40	61,276.80
		2	30.91	2,472.80	5,357.73	64,292.80
		3	32.45	2,596.00	5,624.67	67,496.00
		4	34.06	2,724.80	5,903.73	70,844.80
		5	35.79	2,863.20	6,203.60	74,443.20
WOB51	Human Resources Representative II	1	35.58	2,846.40	6,167.20	74,006.40
		2	37.38	2,990.40	6,479.20	77,750.40
		3	39.25	3,140.00	6,803.33	81,640.00
		4	41.19	3,295.20	7,139.60	85,675.20
		5	43.24	3,459.20	7,494.93	89,939.20
WOA85	Hydraulic Technician I	1	25.74	2,059.20	4,461.60	53,539.20
		2	27.00	2,160.00	4,680.00	56,160.00
		3	28.37	2,269.60	4,917.47	59,009.60
		4	29.77	2,381.60	5,160.13	61,921.60
		5	31.28	2,502.40	5,421.87	65,062.40
WOB05	Hydraulic Technician II	1	28.29	2,263.20	4,903.60	58,843.20
		2	29.70	2,376.00	5,148.00	61,776.00
		3	31.19	2,495.20	5,406.27	64,875.20
		4	32.75	2,620.00	5,676.67	68,120.00
		5	34.38	2,750.40	5,959.20	71,510.40
WOB45	Hydro Electrical Machinist I	1	34.53	2,762.40	5,985.20	71,822.40
		2	36.26	2,900.80	6,285.07	75,420.80
		3	38.08	3,046.40	6,600.53	79,206.40
		4	39.98	3,198.40	6,929.87	83,158.40
		5	41.98	3,358.40	7,276.53	87,318.40

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB65	Hydro Electrical Machinist II	1	38.15	3,052.00	6,612.67	79,352.00
		2	40.06	3,204.80	6,943.73	83,324.80
		3	42.07	3,365.60	7,292.13	87,505.60
		4	44.17	3,533.60	7,656.13	91,873.60
		5	46.37	3,709.60	8,037.47	96,449.60
WOB55	Hydroelectric Communication Technician I	1	36.31	2,904.80	6,293.73	75,524.80
		2	38.11	3,048.80	6,605.73	79,268.80
		3	40.02	3,201.60	6,936.80	83,241.60
		4	42.01	3,360.80	7,281.73	87,380.80
		5	44.12	3,529.60	7,647.47	91,769.60
WOB75	Hydroelectric Communication Technician II	1	40.11	3,208.80	6,952.40	83,428.80
		2	42.13	3,370.40	7,302.53	87,630.40
		3	44.22	3,537.60	7,664.80	91,977.60
		4	46.41	3,712.80	8,044.40	96,532.80
		5	48.75	3,900.00	8,450.00	101,400.00
WOC40	Hydroelectric Compliance Administrator	1	55.21	4,416.80	9,569.73	114,836.80
		2	57.95	4,636.00	10,044.67	120,536.00
		3	60.84	4,867.20	10,545.60	126,547.20
		4	63.88	5,110.40	11,072.53	132,870.40
		5	67.09	5,367.20	11,628.93	139,547.20
WOC23	Hydroelectric Compliance Analyst	1	50.70	4,056.00	8,788.00	105,456.00
		2	53.26	4,260.80	9,231.73	110,780.80
		3	55.91	4,472.80	9,691.07	116,292.80
		4	58.68	4,694.40	10,171.20	122,054.40
		5	61.64	4,931.20	10,684.27	128,211.20
WOB03	Hydroelectric Compliance Technician I	1	28.01	2,240.80	4,855.07	58,260.80
		2	29.43	2,354.40	5,101.20	61,214.40
		3	30.87	2,469.60	5,350.80	64,209.60
		4	32.42	2,593.60	5,619.47	67,433.60
		5	34.03	2,722.40	5,898.53	70,782.40

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB23	Hydroelectric Compliance Technician II	1	30.93	2,474.40	5,361.20	64,334.40
		2	32.50	2,600.00	5,633.33	67,600.00
		3	34.10	2,728.00	5,910.67	70,928.00
		4	35.83	2,866.40	6,210.53	74,526.40
		5	37.60	3,008.00	6,517.33	78,208.00
WOC40	Hydroelectric Generation Superintendent	1	55.21	4,416.80	9,569.73	114,836.80
		2	57.95	4,636.00	10,044.67	120,536.00
		3	60.84	4,867.20	10,545.60	126,547.20
		4	63.88	5,110.40	11,072.53	132,870.40
		5	67.09	5,367.20	11,628.93	139,547.20
WOC40	Hydroelectric Maintenance Superintendent	1	55.21	4,416.80	9,569.73	114,836.80
		2	57.95	4,636.00	10,044.67	120,536.00
		3	60.84	4,867.20	10,545.60	126,547.20
		4	63.88	5,110.40	11,072.53	132,870.40
		5	67.09	5,367.20	11,628.93	139,547.20
WOC16	Hydroelectric Maintenance Supervisor	1	48.97	3,917.60	8,488.13	101,857.60
		2	51.42	4,113.60	8,912.80	106,953.60
		3	53.98	4,318.40	9,356.53	112,278.40
		4	56.69	4,535.20	9,826.27	117,915.20
		5	59.53	4,762.40	10,318.53	123,822.40
WOB37	Hydroelectric Maintenance Technician I	1	33.18	2,654.40	5,751.20	69,014.40
		2	34.85	2,788.00	6,040.67	72,488.00
		3	36.58	2,926.40	6,340.53	76,086.40
		4	38.42	3,073.60	6,659.47	79,913.60
		5	40.33	3,226.40	6,990.53	83,886.40
WOB62	Hydroelectric Maintenance Technician II	1	37.58	3,006.40	6,513.87	78,166.40
		2	39.47	3,157.60	6,841.47	82,097.60
		3	41.45	3,316.00	7,184.67	86,216.00
		4	43.52	3,481.60	7,543.47	90,521.60
		5	45.67	3,653.60	7,916.13	94,993.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC64	Hydroelectric Manager	1	62.20	4,976.00	10,781.33	129,376.00
		2	65.33	5,226.40	11,323.87	135,886.40
		3	68.59	5,487.20	11,888.93	142,667.20
		4	72.02	5,761.60	12,483.47	149,801.60
		5	75.63	6,050.40	13,109.20	157,310.40
WOB45	Hydroelectric Plant Operator I	1	34.53	2,762.40	5,985.20	71,822.40
		2	36.26	2,900.80	6,285.07	75,420.80
		3	38.08	3,046.40	6,600.53	79,206.40
		4	39.98	3,198.40	6,929.87	83,158.40
		5	41.98	3,358.40	7,276.53	87,318.40
WOB45	Hydroelectric Plant Operator I - Resident	1	34.53	2,762.40	5,985.20	71,822.40
		2	36.26	2,900.80	6,285.07	75,420.80
		3	38.08	3,046.40	6,600.53	79,206.40
		4	39.98	3,198.40	6,929.87	83,158.40
		5	41.98	3,358.40	7,276.53	87,318.40
WOB65	Hydroelectric Plant Operator II	1	38.15	3,052.00	6,612.67	79,352.00
		2	40.06	3,204.80	6,943.73	83,324.80
		3	42.07	3,365.60	7,292.13	87,505.60
		4	44.17	3,533.60	7,656.13	91,873.60
		5	46.37	3,709.60	8,037.47	96,449.60
WOB65	Hydroelectric Plant Operator II - Resident	1	38.15	3,052.00	6,612.67	79,352.00
		2	40.06	3,204.80	6,943.73	83,324.80
		3	42.07	3,365.60	7,292.13	87,505.60
		4	44.17	3,533.60	7,656.13	91,873.60
		5	46.37	3,709.60	8,037.47	96,449.60
WOB55	Hydroelectric Systems Technician I	1	36.31	2,904.80	6,293.73	75,524.80
		2	38.11	3,048.80	6,605.73	79,268.80
		3	40.02	3,201.60	6,936.80	83,241.60
		4	42.01	3,360.80	7,281.73	87,380.80
		5	44.12	3,529.60	7,647.47	91,769.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB75	Hydroelectric Systems Technician II	1	40.11	3,208.80	6,952.40	83,428.80
		2	42.13	3,370.40	7,302.53	87,630.40
		3	44.22	3,537.60	7,664.80	91,977.60
		4	46.41	3,712.80	8,044.40	96,532.80
		5	48.75	3,900.00	8,450.00	101,400.00
WOB17	Hydroelectric Water Systems Operator I	1	30.05	2,404.00	5,208.67	62,504.00
		2	31.55	2,524.00	5,468.67	65,624.00
		3	33.11	2,648.80	5,739.07	68,868.80
		4	34.77	2,781.60	6,026.80	72,321.60
		5	36.50	2,920.00	6,326.67	75,920.00
WOB37	Hydroelectric Water Systems Operator II	1	33.18	2,654.40	5,751.20	69,014.40
		2	34.85	2,788.00	6,040.67	72,488.00
		3	36.58	2,926.40	6,340.53	76,086.40
		4	38.42	3,073.60	6,659.47	79,913.60
		5	40.33	3,226.40	6,990.53	83,886.40
WOB62	Hydrographer I	1	37.58	3,006.40	6,513.87	78,166.40
		2	39.47	3,157.60	6,841.47	82,097.60
		3	41.45	3,316.00	7,184.67	86,216.00
		4	43.52	3,481.60	7,543.47	90,521.60
		5	45.67	3,653.60	7,916.13	94,993.60
WOB82	Hydrographer II	1	41.54	3,323.20	7,200.27	86,403.20
		2	43.63	3,490.40	7,562.53	90,750.40
		3	45.80	3,664.00	7,938.67	95,264.00
		4	48.07	3,845.60	8,332.13	99,985.60
		5	50.48	4,038.40	8,749.87	104,998.40
WOC03	Information Technology Administrator	1	45.90	3,672.00	7,956.00	95,472.00
		2	48.18	3,854.40	8,351.20	100,214.40
		3	50.60	4,048.00	8,770.67	105,248.00
		4	53.11	4,248.80	9,205.73	110,468.80
		5	55.80	4,464.00	9,672.00	116,064.00

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB77	Information Technology Analyst	1	40.54	3,243.20	7,026.93	84,323.20
		2	42.54	3,403.20	7,373.60	88,483.20
		3	44.68	3,574.40	7,744.53	92,934.40
		4	46.92	3,753.60	8,132.80	97,593.60
		5	49.21	3,936.80	8,529.73	102,356.80
WOB37	Information Technology Technician	1	33.18	2,654.40	5,751.20	69,014.40
		2	34.85	2,788.00	6,040.67	72,488.00
		3	36.58	2,926.40	6,340.53	76,086.40
		4	38.42	3,073.60	6,659.47	79,913.60
		5	40.33	3,226.40	6,990.53	83,886.40
WOC03	Land Surveyor	1	45.90	3,672.00	7,956.00	95,472.00
		2	48.18	3,854.40	8,351.20	100,214.40
		3	50.60	4,048.00	8,770.67	105,248.00
		4	53.11	4,248.80	9,205.73	110,468.80
		5	55.80	4,464.00	9,672.00	116,064.00
WOC62	Maintenance Manager	1	61.58	4,926.40	10,673.87	128,086.40
		2	64.68	5,174.40	11,211.20	134,534.40
		3	67.91	5,432.80	11,771.07	141,252.80
		4	71.30	5,704.00	12,358.67	148,304.00
		5	74.86	5,988.80	12,975.73	155,708.80
WOB96	Maintenance Superintendent	1	44.54	3,563.20	7,720.27	92,643.20
		2	46.76	3,740.80	8,105.07	97,260.80
		3	49.11	3,928.80	8,512.40	102,148.80
		4	51.55	4,124.00	8,935.33	107,224.00
		5	54.15	4,332.00	9,386.00	112,632.00
WOB36	Maintenance Supervisor	1	33.03	2,642.40	5,725.20	68,702.40
		2	34.67	2,773.60	6,009.47	72,113.60
		3	36.41	2,912.80	6,311.07	75,732.80
		4	38.21	3,056.80	6,623.07	79,476.80
		5	40.14	3,211.20	6,957.60	83,491.20

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA78	Management Assistant	1	24.84	1,987.20	4,305.60	51,667.20
		2	26.08	2,086.40	4,520.53	54,246.40
		3	27.40	2,192.00	4,749.33	56,992.00
		4	28.75	2,300.00	4,983.33	59,800.00
		5	30.20	2,416.00	5,234.67	62,816.00
WOA10	Office Assistant I	1	17.69	1,415.20	3,066.27	36,795.20
		2	18.60	1,488.00	3,224.00	38,688.00
		3	19.51	1,560.80	3,381.73	40,580.80
		4	20.49	1,639.20	3,551.60	42,619.20
		5	21.53	1,722.40	3,731.87	44,782.40
WOA30	Office Assistant II	1	19.55	1,564.00	3,388.67	40,664.00
		2	20.52	1,641.60	3,556.80	42,681.60
		3	21.56	1,724.80	3,737.07	44,844.80
		4	22.64	1,811.20	3,924.27	47,091.20
		5	23.78	1,902.40	4,121.87	49,462.40
WOA91	Operations Technician I	1	26.52	2,121.60	4,596.80	55,161.60
		2	27.86	2,228.80	4,829.07	57,948.80
		3	29.24	2,339.20	5,068.27	60,819.20
		4	30.69	2,455.20	5,319.60	63,835.20
		5	32.23	2,578.40	5,586.53	67,038.40
WOB11	Operations Technician II	1	29.16	2,332.80	5,054.40	60,652.80
		2	30.60	2,448.00	5,304.00	63,648.00
		3	32.14	2,571.20	5,570.93	66,851.20
		4	33.73	2,698.40	5,846.53	70,158.40
		5	35.44	2,835.20	6,142.93	73,715.20
WOB49	Purchasing Supervisor	1	35.22	2,817.60	6,104.80	73,257.60
		2	37.00	2,960.00	6,413.33	76,960.00
		3	38.84	3,107.20	6,732.27	80,787.20
		4	40.77	3,261.60	7,066.80	84,801.60
		5	42.84	3,427.20	7,425.60	89,107.20

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA41	Recreation Assistant I	1	20.67	1,653.60	3,582.80	42,993.60
		2	21.69	1,735.20	3,759.60	45,115.20
		3	22.80	1,824.00	3,952.00	47,424.00
		4	23.91	1,912.80	4,144.40	49,732.80
		5	25.12	2,009.60	4,354.13	52,249.60
WOA61	Recreation Assistant II	1	22.83	1,826.40	3,957.20	47,486.40
		2	23.95	1,916.00	4,151.33	49,816.00
		3	25.16	2,012.80	4,361.07	52,332.80
		4	26.44	2,115.20	4,582.93	54,995.20
		5	27.74	2,219.20	4,808.27	57,699.20
WOC21	Recreation Manager	1	50.21	4,016.80	8,703.07	104,436.80
		2	52.72	4,217.60	9,138.13	109,657.60
		3	55.33	4,426.40	9,590.53	115,086.40
		4	58.10	4,648.00	10,070.67	120,848.00
		5	61.02	4,881.60	10,576.80	126,921.60
WOB53	Right of Way Agent I	1	35.92	2,873.60	6,226.13	74,713.60
		2	37.73	3,018.40	6,539.87	78,478.40
		3	39.62	3,169.60	6,867.47	82,409.60
		4	41.63	3,330.40	7,215.87	86,590.40
		5	43.69	3,495.20	7,572.93	90,875.20
WOB73	Right of Way Agent II	1	39.71	3,176.80	6,883.07	82,596.80
		2	41.69	3,335.20	7,226.27	86,715.20
		3	43.77	3,501.60	7,586.80	91,041.60
		4	45.99	3,679.20	7,971.60	95,659.20
		5	48.25	3,860.00	8,363.33	100,360.00
WOB45	Safety Analyst	1	34.53	2,762.40	5,985.20	71,822.40
		2	36.26	2,900.80	6,285.07	75,420.80
		3	38.08	3,046.40	6,600.53	79,206.40
		4	39.98	3,198.40	6,929.87	83,158.40
		5	41.98	3,358.40	7,276.53	87,318.40

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA59	Safety Technician I	1	22.61	1,808.80	3,919.07	47,028.80
		2	23.74	1,899.20	4,114.93	49,379.20
		3	24.91	1,992.80	4,317.73	51,812.80
		4	26.16	2,092.80	4,534.40	54,412.80
		5	27.50	2,200.00	4,766.67	57,200.00
WOA78	Safety Technician II	1	24.84	1,987.20	4,305.60	51,667.20
		2	26.08	2,086.40	4,520.53	54,246.40
		3	27.40	2,192.00	4,749.33	56,992.00
		4	28.75	2,300.00	4,983.33	59,800.00
		5	30.20	2,416.00	5,234.67	62,816.00
WOA81	Senior Customer Service Representative	1	25.23	2,018.40	4,373.20	52,478.40
		2	26.49	2,119.20	4,591.60	55,099.20
		3	27.81	2,224.80	4,820.40	57,844.80
		4	29.19	2,335.20	5,059.60	60,715.20
		5	30.66	2,452.80	5,314.40	63,772.80
WOC33	Senior Engineer (Registered)	1	53.30	4,264.00	9,238.67	110,864.00
		2	55.95	4,476.00	9,698.00	116,376.00
		3	58.75	4,700.00	10,183.33	122,200.00
		4	61.70	4,936.00	10,694.67	128,336.00
		5	64.79	5,183.20	11,230.27	134,763.20
WOC43	Senior Engineer (Registered) - Dam Safety	1	56.01	4,480.80	9,708.40	116,500.80
		2	58.84	4,707.20	10,198.93	122,387.20
		3	61.77	4,941.60	10,706.80	128,481.60
		4	64.84	5,187.20	11,238.93	134,867.20
		5	68.08	5,446.40	11,800.53	141,606.40
WOB43	Senior Engineering Technician	1	34.20	2,736.00	5,928.00	71,136.00
		2	35.89	2,871.20	6,220.93	74,651.20
		3	37.68	3,014.40	6,531.20	78,374.40
		4	39.58	3,166.40	6,860.53	82,326.40
		5	41.56	3,324.80	7,203.73	86,444.80

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA93	Senior Facility Ranger	1	26.80	2,144.00	4,645.33	55,744.00
		2	28.12	2,249.60	4,874.13	58,489.60
		3	29.53	2,362.40	5,118.53	61,422.40
		4	31.01	2,480.80	5,375.07	64,500.80
		5	32.57	2,605.60	5,645.47	67,745.60
WOA81	Senior Finance Assistant	1	25.23	2,018.40	4,373.20	52,478.40
		2	26.49	2,119.20	4,591.60	55,099.20
		3	27.81	2,224.80	4,820.40	57,844.80
		4	29.19	2,335.20	5,059.60	60,715.20
		5	30.66	2,452.80	5,314.40	63,772.80
WOB85	Senior Hydro Electrical Machinist	1	42.17	3,373.60	7,309.47	87,713.60
		2	44.28	3,542.40	7,675.20	92,102.40
		3	46.48	3,718.40	8,056.53	96,678.40
		4	48.82	3,905.60	8,462.13	101,545.60
		5	51.22	4,097.60	8,878.13	106,537.60
WOB77	Senior Hydroelectric Maintenance Technician	1	40.54	3,243.20	7,026.93	84,323.20
		2	42.54	3,403.20	7,373.60	88,483.20
		3	44.68	3,574.40	7,744.53	92,934.40
		4	46.92	3,753.60	8,132.80	97,593.60
		5	49.21	3,936.80	8,529.73	102,356.80
WOB85	Senior Hydroelectric Plant Operator	1	42.17	3,373.60	7,309.47	87,713.60
		2	44.28	3,542.40	7,675.20	92,102.40
		3	46.48	3,718.40	8,056.53	96,678.40
		4	48.82	3,905.60	8,462.13	101,545.60
		5	51.22	4,097.60	8,878.13	106,537.60
WOB95	Senior Hydroelectric Systems Technician	1	44.33	3,546.40	7,683.87	92,206.40
		2	46.54	3,723.20	8,066.93	96,803.20
		3	48.86	3,908.80	8,469.07	101,628.80
		4	51.32	4,105.60	8,895.47	106,745.60
		5	53.87	4,309.60	9,337.47	112,049.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB95	Senior Hydrographer	1	44.33	3,546.40	7,683.87	92,206.40
		2	46.54	3,723.20	8,066.93	96,803.20
		3	48.86	3,908.80	8,469.07	101,628.80
		4	51.32	4,105.60	8,895.47	106,745.60
		5	53.87	4,309.60	9,337.47	112,049.60
WOB31	Senior Operations Technician	1	32.20	2,576.00	5,581.33	66,976.00
		2	33.83	2,706.40	5,863.87	70,366.40
		3	35.50	2,840.00	6,153.33	73,840.00
		4	37.29	2,983.20	6,463.60	77,563.20
		5	39.14	3,131.20	6,784.27	81,411.20
WOA73	Senior Park Ranger	1	24.22	1,937.60	4,198.13	50,377.60
		2	25.45	2,036.00	4,411.33	52,936.00
		3	26.71	2,136.80	4,629.73	55,556.80
		4	28.04	2,243.20	4,860.27	58,323.20
		5	29.47	2,357.60	5,108.13	61,297.60
WOB93	Senior Right of Way Agent	1	43.87	3,509.60	7,604.13	91,249.60
		2	46.06	3,684.80	7,983.73	95,804.80
		3	48.40	3,872.00	8,389.33	100,672.00
		4	50.80	4,064.00	8,805.33	105,664.00
		5	53.32	4,265.60	9,242.13	110,905.60
WOA93	Senior Storekeeper	1	26.80	2,144.00	4,645.33	55,744.00
		2	28.12	2,249.60	4,874.13	58,489.60
		3	29.53	2,362.40	5,118.53	61,422.40
		4	31.01	2,480.80	5,375.07	64,500.80
		5	32.57	2,605.60	5,645.47	67,745.60
WOB43	Senior Survey Technician	1	34.20	2,736.00	5,928.00	71,136.00
		2	35.89	2,871.20	6,220.93	74,651.20
		3	37.68	3,014.40	6,531.20	78,374.40
		4	39.58	3,166.40	6,860.53	82,326.40
		5	41.56	3,324.80	7,203.73	86,444.80

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB05	Senior Utility Worker	1	28.29	2,263.20	4,903.60	58,843.20
		2	29.70	2,376.00	5,148.00	61,776.00
		3	31.19	2,495.20	5,406.27	64,875.20
		4	32.75	2,620.00	5,676.67	68,120.00
		5	34.38	2,750.40	5,959.20	71,510.40
WOB05	Senior Vegetation Control Worker	1	28.29	2,263.20	4,903.60	58,843.20
		2	29.70	2,376.00	5,148.00	61,776.00
		3	31.19	2,495.20	5,406.27	64,875.20
		4	32.75	2,620.00	5,676.67	68,120.00
		5	34.38	2,750.40	5,959.20	71,510.40
WOB05	Senior Water Distribution Operator	1	28.29	2,263.20	4,903.60	58,843.20
		2	29.70	2,376.00	5,148.00	61,776.00
		3	31.19	2,495.20	5,406.27	64,875.20
		4	32.75	2,620.00	5,676.67	68,120.00
		5	34.38	2,750.40	5,959.20	71,510.40
WOB22	Senior Welder	1	30.80	2,464.00	5,338.67	64,064.00
		2	32.34	2,587.20	5,605.60	67,267.20
		3	33.95	2,716.00	5,884.67	70,616.00
		4	35.66	2,852.80	6,181.07	74,172.80
		5	37.43	2,994.40	6,487.87	77,854.40
WOA73	Storekeeper	1	24.22	1,937.60	4,198.13	50,377.60
		2	25.45	2,036.00	4,411.33	52,936.00
		3	26.71	2,136.80	4,629.73	55,556.80
		4	28.04	2,243.20	4,860.27	58,323.20
		5	29.47	2,357.60	5,108.13	61,297.60
WOB03	Survey Technician I	1	28.01	2,240.80	4,855.07	58,260.80
		2	29.43	2,354.40	5,101.20	61,214.40
		3	30.87	2,469.60	5,350.80	64,209.60
		4	32.42	2,593.60	5,619.47	67,433.60
		5	34.03	2,722.40	5,898.53	70,782.40

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB23	Survey Technician II	1	30.93	2,474.40	5,361.20	64,334.40
		2	32.50	2,600.00	5,633.33	67,600.00
		3	34.10	2,728.00	5,910.67	70,928.00
		4	35.83	2,866.40	6,210.53	74,526.40
		5	37.60	3,008.00	6,517.33	78,208.00
WOC10	Treated Water Superintendent	1	47.53	3,802.40	8,238.53	98,862.40
		2	49.91	3,992.80	8,651.07	103,812.80
		3	52.39	4,191.20	9,080.93	108,971.20
		4	55.00	4,400.00	9,533.33	114,400.00
		5	57.77	4,621.60	10,013.47	120,161.60
WOA53	Utility Worker I	1	21.94	1,755.20	3,802.93	45,635.20
		2	23.04	1,843.20	3,993.60	47,923.20
		3	24.19	1,935.20	4,192.93	50,315.20
		4	25.38	2,030.40	4,399.20	52,790.40
		5	26.65	2,132.00	4,619.33	55,432.00
WOA73	Utility Worker II	1	24.22	1,937.60	4,198.13	50,377.60
		2	25.45	2,036.00	4,411.33	52,936.00
		3	26.71	2,136.80	4,629.73	55,556.80
		4	28.04	2,243.20	4,860.27	58,323.20
		5	29.47	2,357.60	5,108.13	61,297.60
WOA53	Vegetation Control Worker I	1	21.94	1,755.20	3,802.93	45,635.20
		2	23.04	1,843.20	3,993.60	47,923.20
		3	24.19	1,935.20	4,192.93	50,315.20
		4	25.38	2,030.40	4,399.20	52,790.40
		5	26.65	2,132.00	4,619.33	55,432.00
WOA73	Vegetation Control Worker II	1	24.22	1,937.60	4,198.13	50,377.60
		2	25.45	2,036.00	4,411.33	52,936.00
		3	26.71	2,136.80	4,629.73	55,556.80
		4	28.04	2,243.20	4,860.27	58,323.20
		5	29.47	2,357.60	5,108.13	61,297.60

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA64	Water Distribution Operator I	1	23.17	1,853.60	4,016.13	48,193.60
		2	24.33	1,946.40	4,217.20	50,606.40
		3	25.55	2,044.00	4,428.67	53,144.00
		4	26.85	2,148.00	4,654.00	55,848.00
		5	28.18	2,254.40	4,884.53	58,614.40
WOA84	Water Distribution Operator II	1	25.62	2,049.60	4,440.80	53,289.60
		2	26.91	2,152.80	4,664.40	55,972.80
		3	28.23	2,258.40	4,893.20	58,718.40
		4	29.62	2,369.60	5,134.13	61,609.60
		5	31.11	2,488.80	5,392.40	64,708.80
WOB25	Water Distribution Supervisor	1	31.27	2,501.60	5,420.13	65,041.60
		2	32.81	2,624.80	5,687.07	68,244.80
		3	34.47	2,757.60	5,974.80	71,697.60
		4	36.17	2,893.60	6,269.47	75,233.60
		5	38.01	3,040.80	6,588.40	79,060.80
WOB01	Water Efficiency Technician I	1	27.73	2,218.40	4,806.53	57,678.40
		2	29.11	2,328.80	5,045.73	60,548.80
		3	30.58	2,446.40	5,300.53	63,606.40
		4	32.11	2,568.80	5,565.73	66,788.80
		5	33.71	2,696.80	5,843.07	70,116.80
WOB21	Water Efficiency Technician II	1	30.65	2,452.00	5,312.67	63,752.00
		2	32.16	2,572.80	5,574.40	66,892.80
		3	33.77	2,701.60	5,853.47	70,241.60
		4	35.47	2,837.60	6,148.13	73,777.60
		5	37.23	2,978.40	6,453.20	77,438.40
WOC62	Water Operations Manager	1	61.58	4,926.40	10,673.87	128,086.40
		2	64.68	5,174.40	11,211.20	134,534.40
		3	67.91	5,432.80	11,771.07	141,252.80
		4	71.30	5,704.00	12,358.67	148,304.00
		5	74.86	5,988.80	12,975.73	155,708.80

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC20	Water Resources Superintendent	1	49.96	3,996.80	8,659.73	103,916.80
		2	52.44	4,195.20	9,089.60	109,075.20
		3	55.07	4,405.60	9,545.47	114,545.60
		4	57.84	4,627.20	10,025.60	120,307.20
		5	60.71	4,856.80	10,523.07	126,276.80
WOC02	Water Superintendent	1	45.65	3,652.00	7,912.67	94,952.00
		2	47.97	3,837.60	8,314.80	99,777.60
		3	50.35	4,028.00	8,727.33	104,728.00
		4	52.86	4,228.80	9,162.40	109,948.80
		5	55.50	4,440.00	9,620.00	115,440.00
WOA91	Water Treatment Operator I	1	26.52	2,121.60	4,596.80	55,161.60
		2	27.86	2,228.80	4,829.07	57,948.80
		3	29.24	2,339.20	5,068.27	60,819.20
		4	30.69	2,455.20	5,319.60	63,835.20
		5	32.23	2,578.40	5,586.53	67,038.40
WOB11	Water Treatment Operator II	1	29.16	2,332.80	5,054.40	60,652.80
		2	30.60	2,448.00	5,304.00	63,648.00
		3	32.14	2,571.20	5,570.93	66,851.20
		4	33.73	2,698.40	5,846.53	70,158.40
		5	35.44	2,835.20	6,142.93	73,715.20
WOB31	Water Treatment Operator III	1	32.20	2,576.00	5,581.33	66,976.00
		2	33.83	2,706.40	5,863.87	70,366.40
		3	35.50	2,840.00	6,153.33	73,840.00
		4	37.29	2,983.20	6,463.60	77,563.20
		5	39.14	3,131.20	6,784.27	81,411.20
WOB71	Water Treatment Supervisor	1	39.31	3,144.80	6,813.73	81,764.80
		2	41.28	3,302.40	7,155.20	85,862.40
		3	43.33	3,466.40	7,510.53	90,126.40
		4	45.50	3,640.00	7,886.67	94,640.00
		5	47.80	3,824.00	8,285.33	99,424.00

NEVADA IRRIGATION DISTRICT 2019

POSITION / COMPENSATION EFFECTIVE: 1/7/2019

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB72	Watershed Resources Planner	1	39.51	3,160.80	6,848.40	82,180.80
		2	41.49	3,319.20	7,191.60	86,299.20
		3	43.58	3,486.40	7,553.87	90,646.40
		4	45.76	3,660.80	7,931.73	95,180.80
		5	48.03	3,842.40	8,325.20	99,902.40
WOA82	Welder I	1	25.35	2,028.00	4,394.00	52,728.00
		2	26.60	2,128.00	4,610.67	55,328.00
		3	27.95	2,236.00	4,844.67	58,136.00
		4	29.34	2,347.20	5,085.60	61,027.20
		5	30.81	2,464.80	5,340.40	64,084.80
WOB02	Welder II	1	27.88	2,230.40	4,832.53	57,990.40
		2	29.26	2,340.80	5,071.73	60,860.80
		3	30.72	2,457.60	5,324.80	63,897.60
		4	32.26	2,580.80	5,591.73	67,100.80
		5	33.88	2,710.40	5,872.53	70,470.40

Anytime an employee on standby is called to perform work duties or to monitor the work of others they shall receive call-out pay in the amount specified above (in Emergency Call-Out).

9. Market Adjustment: Effective the first full pay period in January 2018, all current employee wage rates as set forth in Exhibit A will be increased by two percent (2.0%)

10. Designated Consumer Price Index: The parties agree that the Consumer Price Index for all Urban Consumers (CPI-U) San Francisco-Oakland-San Jose category, published by the U.S. Bureau of Labor Statistics, shall be the basis for all salary increases that are tied to Consumer Price Indexes (CPI-U).

When a salary increase is to be based on the CPI-U, the salary ranges for classifications represented by this MOU shall be adjusted by the percentage of year-to-year change in the CPI-U, San Francisco-Oakland-San Jose category, reported for the previous twelve (12) months August to August, rounded to the nearest one-tenth of one percent (1/10%).

11. Cost of Living Adjustment: Effective in the first full pay period in January 2018, 2019, and 2020, employees shall receive a cost of living adjustment (COLA) in accordance with Section 10 above, and such COLA will not be less than one and a half (1.5%) percent and not more than a three and one-half (3.5%) percent increase. Exhibit A will be updated on or about January of each year to include the new COLA.

12. Compensation Survey
Not later than sixty (60) calendar days after this MOU is ratified by the District's Board of Directors and executed by the parties, the District will initiate efforts to retain a suitable consultant to perform a compensation survey designed to compare the wage rates and benefits (i.e. total compensation) paid by the District to its employees represented by the Union with wage rates and benefits paid by reasonably comparable irrigation districts or similar agencies - that operate under similar circumstances as the District - for the same or comparable work. The District will consider input from the Union as to proposed comparable agencies and why the Union believes they are comparable. The decision as to which agencies will be deemed comparable will be made by the District with input from the consultant. The District will require that the survey be completed by the end of the first quarter of 2019. The results of the survey will be communicated to the Union. It is understood and agreed that the survey results will be considered by the parties in negotiations for a new MOU, but any changes to wage rates or benefits will be the result of negotiations between the parties, and will not be dictated by the salary survey. The parties will be free to consider all pertinent factors in negotiating compensation and benefits.

CPI-All Urban Consumers (Current Series)
Original Data Value

Series Id: CUURS49BSA0

Not Seasonally Adjusted

Series Title: All items in San Francisco-Oakland-Hayward, CA, all

Area: San Francisco-Oakland-Hayward, CA

Item: All items

Base Period: 1982-84=100

Years: 2008 to 2018

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2008		219.612		222.074		225.181		225.411		225.824		218.528
2009		222.166		223.854		225.692		225.801		226.051		224.239
2010		226.145		227.697		228.110		227.954		228.107		227.658
2011		229.981		234.121		233.646		234.608		235.331		234.327
2012		236.880		238.985		239.806		241.170		242.834		239.533
2013		242.677		244.675		245.935		246.072		246.617		245.711
2014		248.615		251.495		253.317		253.354		254.503		252.273
2015		254.910		257.622		259.117		259.917		261.019		260.289
2016		262.600		264.565		266.041		267.853		270.306		269.483
2017		271.626		274.589		275.304		275.893		277.570		277.414
2018		281.308		283.422		286.062		287.664				

Inc 4.3%

Note: Use the search engine on BLS website and type in: CUURS49BSA0