


FALLBROOK PUBLIC UTILITY DISTRICT

Post Office Box 2290, 990 E Mission Road, Fallbrook, California 92088
(760) 728-1125

DATE: June 12, 2014

TO: Michael Ott, Executive Director
San Diego Local Agency Formation Commission

FROM: Brian J. Brady, General Manager 
Fallbrook Public Utility District

SUBJECT: Supplemental Information – Fallbrook PUD / Rainbow MWD
Reorganization (RO14-04)

In answer to your May 28, 2014 letter requesting supplemental information for the proposed Fallbrook PUD and Rainbow MWD Reorganization, please find the response and / or documentation identified by each associated question number. For your reference, I have enclosed a copy of the May 28, 2014 letter requesting the supplemental information provided.

In addition to the aforementioned response, the 2009-2014 Staffing and Governance survey in Word is completed and enclosed with the information requested.



Chairman

Andrew Vanderlaan
Public Member

May 28, 2014

Vice Chairman

John Ingalls
Santa Fe
Irrigation District

Brian Brady, General Manager
Fallbrook Public Utility District
Post Office Box 2290
Fallbrook, CA 92088-2290

Members

Subject: Supplemental Information - Fallbrook PUD / Rainbow MWD Reorganization (RO14-04)

Bill Horn
County Board of
Supervisors

Dear Brian:

Dianne Jacob
County Board of
Supervisors

As part of the review of the proposed Fallbrook PUD and Rainbow MWD Reorganization, LAFCO will be collecting and analyzing information from both of the districts regarding compensation and expenditure practices. LAFCO's authority to review and request this information is authorized pursuant to Government Code Section 56378. Your cooperation and response is accordingly requested and required pursuant to this statute.

Bud Pockington
South Bay
Irrigation District

1. Has the Fallbrook PUD approved any increase in compensation (base pay, one-time pay, vacation or sick leave payouts, overtime, bonuses, or other forms of compensation) or benefits for members of the governing board, its officers, general manager, staff, and/or consultants/contractors exceeding 2% per year between July 2011 and June 30, 2014? If yes, provide the following detail:
 - a. Dates of the increase(s) for each position;
 - b. Purpose of increase(s);
 - c. Whether the increase(s) was/were budgeted and who approved the increase(s) (e.g., general manager and/or board of directors);
 - d. Percentage of the associated increase(s) and dollar equivalent for each compensation and/or benefit increase.
 - e. Whether the compensation or benefit increase resulted in "pensionable compensation" for purposes of determining employee pension benefits.

Lorie Zapf
Councilmember
City of San Diego

Jim Janney
Mayor
City of Imperial Beach

Sam Abed
Mayor
City of Escondido

Alternate Members

Greg Cox
County Board of
Supervisors

2. Has the Fallbrook PUD appropriated, encumbered, spent, or otherwise obligated any revenue of the agency beyond that provided in the current budget at the time the reorganization was initiated on April 28, 2014? If yes, please explain.

Sherri Lightner
Councilmember
City of San Diego

3. Provide a summary of legal counsel (contract or employee) costs; litigation costs; descriptions of litigation and outcome between July 2011 and June 30, 2014.

Jo MacKenzie
Vista Irrigation District

In addition, if you have information about the above items in relation to the Rainbow MWD that you believe should be researched, please include the information with your response. Your cooperation is greatly appreciated. Please provide a written response and associated documentation for each of the above questions by June 30, 2014.

Lorraine Wood
Councilmember
City of Carlsbad

Harry Mathis
Public Member

Sincerely,

MICHAEL D. OTT
Executive Officer

Executive Officer

Michael D. Ott

Counsel

Thomas Bosworth

cc: Gene Buckley, Rainbow MWD

**FALLBROOK PUD / RAINBOW MWD
Proposed Reorganization
RO14-04**

**FPUD Response to May 28, 2014 Request for Supplemental
Information**

Response to Question No. 1

Supplemental Information
FPUD personnel and payroll practices

1. The MOU section that sets out the 2% Cost of Living Adjustments for July 1, 2011, July 1, 2012, July 1, 2013 and July 1, 2014 is attached as Exhibit A.
2. The pay scales reflecting a 2% Cost of Living Adjustment for the first of July of 2011, 2012, 2013 and 2014, and the CalPERS required listing of salary ranges by classification are attached as Exhibit B.
3. The general manager is the only contract employee. There is no minimum/maximum salary range for this position. The general manager negotiates directly with the board of directors for salary and benefits. Resolution No. 4771 dated December 10, 2012, revising and fixing the annual compensation of the general manager retroactive to July 1, 2012 is attached. The salary increase was approximately 8.70% (\$16,749.96) and an additional bonus of \$10,000. A 5% increase was included in the labor and fringe budget for FY 2012/13. Resolution No. 4802 dated October 21, 2013, revising and fixing the annual compensation of the general manager retroactive to July 1, 2013 is attached. The salary increase was approximately 5.4% (\$12,000) and then an additional 2% COLA (\$4,420.00) (This salary increase and COLA increased the salary of the FPUD /RMWD general manager to the level that the previous RMWD general manager earned prior to retirement.) A 5% increase was included in the labor and fringe budget for FY 2013/14. The salary listed in that resolution retroactive to July 1, 2013 has not changed. The salary listed in that resolution retroactive to July 1, 2013 will increase by 2% pursuant to Resolution No. 4802 on July 1, 2014. Resolution No. 4802 is attached as Exhibit C. The salary increase(s), merit and COLA, are "pensionable compensation."
4. On August 1, 2011 Engineering and Planning Manager Jack Bebee and Operations Manager David Horn chose to relinquish their District assigned vehicles and accept a monthly auto allowance of \$604.17. This was approved by the Board in July 2011. (The monthly auto allowance of \$604.17 was effective as of July 28, 2008.) Auto allowances are not "pensionable compensation." Policy revision is attached as Exhibit D.
5. One position, the Engineering & Planning Manager, is covered by the MOUs defining pay ranges had the title revised in January 2013 to "Assistant General Manager." The salary was increased in May 2013. Resolution No. 4776 and 4788 reflect these changes and are attached as Exhibit E, which also includes the revised organizational chart and memorandums to the board of directors recommending these revisions. A 5% increase was budgeted for FY 2012/13. The 5.9% overall salary grade increase was effective May 29, 2013. (The Assistant General Manager's salary on May 29, 2013 only increased by \$.56 per hour because he was placed at a salary level close to his salary before the overall salary grade increase was effective.) Increases to salary grade ranges are "pensionable compensation."
6. Classification of Non-Exempt Employees and Position Classification and Salary Schedule policies (which includes the "educational incentive program") from Section 11 of the Administrative Code are attached as Exhibit F. All merit based salary increases and longevity bonuses are approved by the general manager and reviewed by human resources for policy/MOU compliance prior to payroll processing. Merit salary increases and longevity bonuses are

included in the labor and fringe budget for each fiscal year and are “pensionable compensation.”

7. There are 8 employees who earned 2.5% over the salary range for their position due to the educational incentive program. One employee has the crane certification, one employee has the welding certification, one employee has the geographic information systems professional certification and five earned Water Distribution Operator Grade I certifications in positions that do not require any certification. Educational incentives are “pensionable compensation.” Please see Exhibit F for the education incentive program policy.
8. The vacation sell-back policy that was revised October 2013 is attached as Exhibit G. Three non-exempt employees and one exempt employee took advantage of the sell-back policy in 2011, seven non-exempt employees and two exempt employees took advantage of the sell-back policy in 2012, nine non-exempt employees and one exempt employee took advantage of the sell-back policy in 2013 and six non-exempt employees and one exempt employees requested sell-back of accrued vacation for 2014. All vacation sell-back requests were reviewed by human resources for policy compliance prior to processing by the payroll department. Request forms are attached as Exhibit G. Vacation “cash-out” is not “pensionable compensation.”
9. Temporary promotions to fill in for absent supervisors or key employees result in 10% to 15% increase in pay per the Position Classification and Salary Schedule (Exhibit F). Temporary promotions are “pensionable compensation.” Three special long term temporary promotions were assigned during the JPA with Rainbow Municipal Water District:
 - a. The FPUD Operations Technician earned 5% over the pay grade effective June 5, 2013 when the FPUD Environmental Compliance Technician resigned and the RMWD Safety Administrator was being trained to fill that position. Ultimately the FPUD Environmental Compliance Technician was filled with an external recruitment and the temporary promotion ended effective May 9, 2014. (Exhibit H attached.)
 - b. The FPUD Safety and Risk Administrator earned 15% over his regular salary grade effective February 3, 2014 when he was asked to provide safety and risk expertise to the RMWD Human Resources/Safety Manager during the JPA. When the JPA disbanded, the temporary promotion ended effective April 4, 2014. (Exhibit H attached.)
 - c. The FPUD Accountant earned 15% over the pay grade when she was asked to provide temporary functional supervision for the combined FPUD and RMWD customer service representatives at the FPUD office. The increase was effective February 3, 2014 and ended April 5, 2014 when the JPA disbanded. (Exhibit H attached.)
10. Other than the information listed in 7 and 9 above, there have been no employees paid outside of what is listed on the pay scales and the CalPERS required listing of salary ranges by classification. Any non-temporary adjustments to job descriptions and/or salary assignments are subject to board approval through resolutions at open board meetings.

Exhibit A

5. COST OF LIVING ADJUSTMENTS

Cost of living adjustments (“COLA”) to employee salaries during the four year term shall be as follows:

- a. 2%-effective July 1, 2011
- b. 2%-effective July 1, 2012
- c. 2%-effective July 1, 2013
- d. 2%-effective July 1, 2014

Exhibit B

FPUD PAY SCALES-HOURLY-7/1/11

Range	A	B	C	D	E	F	G	H	I	J
1	\$ 12.12	\$ 12.41	\$ 12.73	\$ 13.05	\$ 13.38	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14
2	\$ 12.41	\$ 12.73	\$ 13.05	\$ 13.38	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51
3	\$ 12.73	\$ 13.05	\$ 13.38	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90
4	\$ 13.05	\$ 13.38	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31
5	\$ 13.38	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72
6	\$ 13.71	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15
7	\$ 14.05	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57
8	\$ 14.40	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02
9	\$ 14.76	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47
10	\$ 15.14	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94
11	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42
12	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90
13	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40
14	\$ 16.72	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90
15	\$ 17.15	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43
16	\$ 17.57	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97
17	\$ 18.02	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51
18	\$ 18.47	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08
19	\$ 18.94	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66
20	\$ 19.42	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25
21	\$ 19.90	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86
22	\$ 20.40	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48
23	\$ 20.90	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11
24	\$ 21.43	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76
25	\$ 21.97	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44
26	\$ 22.51	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12
27	\$ 23.08	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83
28	\$ 23.66	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54
29	\$ 24.25	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28
30	\$ 24.86	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04
31	\$ 25.48	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81
32	\$ 26.11	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61
33	\$ 26.76	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43
34	\$ 27.44	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26
35	\$ 28.12	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12
36	\$ 28.83	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00
37	\$ 29.54	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89
38	\$ 30.28	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81
39	\$ 31.04	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76
40	\$ 31.81	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73
41	\$ 32.61	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72
42	\$ 33.43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75
43	\$ 34.26	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79
44	\$ 35.12	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86
45	\$ 36.00	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95
46	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08
47	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24
48	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41
49	\$ 39.73	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62
50	\$ 40.72	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86
51	\$ 41.75	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86	\$ 52.13
52	\$ 42.79	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86	\$ 52.13	\$ 53.43
53	\$ 43.86	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86	\$ 52.13	\$ 53.43	\$ 54.76
54	\$ 44.95	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86	\$ 52.13	\$ 53.43	\$ 54.76	\$ 56.13
55	\$ 46.08	\$ 47.24	\$ 48.41	\$ 49.62	\$ 50.86	\$ 52.13	\$ 53.43	\$ 54.76	\$ 56.13	\$ 57.54

FPUD PAY SCALES-HOURLY-7/1/12

Range	A	B	C	D	E	F	G	H	I	J
1	12.36	12.66	12.98	13.31	13.65	13.98	14.33	14.69	15.06	15.44
2	12.66	12.98	13.31	13.65	13.98	14.33	14.69	15.06	15.44	15.82
3	12.98	13.31	13.65	13.98	14.33	14.69	15.06	15.44	15.82	16.22
4	13.31	13.65	13.98	14.33	14.69	15.06	15.44	15.82	16.22	16.64
5	13.65	13.98	14.33	14.69	15.06	15.44	15.82	16.22	16.64	17.05
6	13.98	14.33	14.69	15.06	15.44	15.82	16.22	16.64	17.05	17.49
7	14.33	14.69	15.06	15.44	15.82	16.22	16.64	17.05	17.49	17.92
8	14.69	15.06	15.44	15.82	16.22	16.64	17.05	17.49	17.92	18.38
9	15.06	15.44	15.82	16.22	16.64	17.05	17.49	17.92	18.38	18.84
10	15.44	15.82	16.22	16.64	17.05	17.49	17.92	18.38	18.84	19.32
11	15.82	16.22	16.64	17.05	17.49	17.92	18.38	18.84	19.32	19.81
12	16.22	16.64	17.05	17.49	17.92	18.38	18.84	19.32	19.81	20.30
13	16.64	17.05	17.49	17.92	18.38	18.84	19.32	19.81	20.30	20.81
14	17.05	17.49	17.92	18.38	18.84	19.32	19.81	20.30	20.81	21.32
15	17.49	17.92	18.38	18.84	19.32	19.81	20.30	20.81	21.32	21.86
16	17.92	18.38	18.84	19.32	19.81	20.30	20.81	21.32	21.86	22.41
17	18.38	18.84	19.32	19.81	20.30	20.81	21.32	21.86	22.41	22.96
18	18.84	19.32	19.81	20.30	20.81	21.32	21.86	22.41	22.96	23.54
19	19.32	19.81	20.30	20.81	21.32	21.86	22.41	22.96	23.54	24.13
20	19.81	20.30	20.81	21.32	21.86	22.41	22.96	23.54	24.13	24.74
21	20.30	20.81	21.32	21.86	22.41	22.96	23.54	24.13	24.74	25.36
22	20.81	21.32	21.86	22.41	22.96	23.54	24.13	24.74	25.36	25.99
23	21.32	21.86	22.41	22.96	23.54	24.13	24.74	25.36	25.99	26.63
24	21.86	22.41	22.96	23.54	24.13	24.74	25.36	25.99	26.63	27.30
25	22.41	22.96	23.54	24.13	24.74	25.36	25.99	26.63	27.30	27.99
26	22.96	23.54	24.13	24.74	25.36	25.99	26.63	27.30	27.99	28.68
27	23.54	24.13	24.74	25.36	25.99	26.63	27.30	27.99	28.68	29.41
28	24.13	24.74	25.36	25.99	26.63	27.30	27.99	28.68	29.41	30.13
29	24.74	25.36	25.99	26.63	27.30	27.99	28.68	29.41	30.13	30.89
30	25.36	25.99	26.63	27.30	27.99	28.68	29.41	30.13	30.89	31.66
31	25.99	26.63	27.30	27.99	28.68	29.41	30.13	30.89	31.66	32.45
32	26.63	27.30	27.99	28.68	29.41	30.13	30.89	31.66	32.45	33.26
33	27.30	27.99	28.68	29.41	30.13	30.89	31.66	32.45	33.26	34.10
34	27.99	28.68	29.41	30.13	30.89	31.66	32.45	33.26	34.10	34.95
35	28.68	29.41	30.13	30.89	31.66	32.45	33.26	34.10	34.95	35.82
36	29.41	30.13	30.89	31.66	32.45	33.26	34.10	34.95	35.82	36.72
37	30.13	30.89	31.66	32.45	33.26	34.10	34.95	35.82	36.72	37.63
38	30.89	31.66	32.45	33.26	34.10	34.95	35.82	36.72	37.63	38.57
39	31.66	32.45	33.26	34.10	34.95	35.82	36.72	37.63	38.57	39.54
40	32.45	33.26	34.10	34.95	35.82	36.72	37.63	38.57	39.54	40.52
41	33.26	34.10	34.95	35.82	36.72	37.63	38.57	39.54	40.52	41.53
42	34.10	34.95	35.82	36.72	37.63	38.57	39.54	40.52	41.53	42.59
43	34.95	35.82	36.72	37.63	38.57	39.54	40.52	41.53	42.59	43.65
44	35.82	36.72	37.63	38.57	39.54	40.52	41.53	42.59	43.65	44.74
45	36.72	37.63	38.57	39.54	40.52	41.53	42.59	43.65	44.74	45.85
46	37.63	38.57	39.54	40.52	41.53	42.59	43.65	44.74	45.85	47.00
47	38.57	39.54	40.52	41.53	42.59	43.65	44.74	45.85	47.00	48.18
48	39.54	40.52	41.53	42.59	43.65	44.74	45.85	47.00	48.18	49.38
49	40.52	41.53	42.59	43.65	44.74	45.85	47.00	48.18	49.38	50.61
50	41.53	42.59	43.65	44.74	45.85	47.00	48.18	49.38	50.61	51.88
51	42.59	43.65	44.74	45.85	47.00	48.18	49.38	50.61	51.88	53.17
52	43.65	44.74	45.85	47.00	48.18	49.38	50.61	51.88	53.17	54.50
53	44.74	45.85	47.00	48.18	49.38	50.61	51.88	53.17	54.50	55.86
54	45.85	47.00	48.18	49.38	50.61	51.88	53.17	54.50	55.86	57.25
55	47.00	48.18	49.38	50.61	51.88	53.17	54.50	55.86	57.25	58.69

Appendix B

FPUD PAY SCALES-BI-WEEKLY-7/1/12

Range	A	B	C	D	E	F	G	H	I	J
1	988.80	1012.80	1038.40	1064.80	1092.00	1118.40	1146.40	1175.20	1204.80	1235.20
2	1012.80	1038.40	1064.80	1092.00	1118.40	1146.40	1175.20	1204.80	1235.20	1265.60
3	1038.40	1064.80	1092.00	1118.40	1146.40	1175.20	1204.80	1235.20	1265.60	1297.60
4	1064.80	1092.00	1118.40	1146.40	1175.20	1204.80	1235.20	1265.60	1297.60	1331.20
5	1092.00	1118.40	1146.40	1175.20	1204.80	1235.20	1265.60	1297.60	1331.20	1364.00
6	1118.40	1146.40	1175.20	1204.80	1235.20	1265.60	1297.60	1331.20	1364.00	1399.20
7	1146.40	1175.20	1204.80	1235.20	1265.60	1297.60	1331.20	1364.00	1399.20	1433.60
8	1175.20	1204.80	1235.20	1265.60	1297.60	1331.20	1364.00	1399.20	1433.60	1470.40
9	1204.80	1235.20	1265.60	1297.60	1331.20	1364.00	1399.20	1433.60	1470.40	1507.20
10	1235.20	1265.60	1297.60	1331.20	1364.00	1399.20	1433.60	1470.40	1507.20	1545.60
11	1265.60	1297.60	1331.20	1364.00	1399.20	1433.60	1470.40	1507.20	1545.60	1584.80
12	1297.60	1331.20	1364.00	1399.20	1433.60	1470.40	1507.20	1545.60	1584.80	1624.00
13	1331.20	1364.00	1399.20	1433.60	1470.40	1507.20	1545.60	1584.80	1624.00	1664.80
14	1364.00	1399.20	1433.60	1470.40	1507.20	1545.60	1584.80	1624.00	1664.80	1705.60
15	1399.20	1433.60	1470.40	1507.20	1545.60	1584.80	1624.00	1664.80	1705.60	1748.80
16	1433.60	1470.40	1507.20	1545.60	1584.80	1624.00	1664.80	1705.60	1748.80	1792.80
17	1470.40	1507.20	1545.60	1584.80	1624.00	1664.80	1705.60	1748.80	1792.80	1836.80
18	1507.20	1545.60	1584.80	1624.00	1664.80	1705.60	1748.80	1792.80	1836.80	1883.20
19	1545.60	1584.80	1624.00	1664.80	1705.60	1748.80	1792.80	1836.80	1883.20	1930.40
20	1584.80	1624.00	1664.80	1705.60	1748.80	1792.80	1836.80	1883.20	1930.40	1979.20
21	1624.00	1664.80	1705.60	1748.80	1792.80	1836.80	1883.20	1930.40	1979.20	2028.80
22	1664.80	1705.60	1748.80	1792.80	1836.80	1883.20	1930.40	1979.20	2028.80	2079.20
23	1705.60	1748.80	1792.80	1836.80	1883.20	1930.40	1979.20	2028.80	2079.20	2130.40
24	1748.80	1792.80	1836.80	1883.20	1930.40	1979.20	2028.80	2079.20	2130.40	2184.00
25	1792.80	1836.80	1883.20	1930.40	1979.20	2028.80	2079.20	2130.40	2184.00	2239.20
26	1836.80	1883.20	1930.40	1979.20	2028.80	2079.20	2130.40	2184.00	2239.20	2294.40
27	1883.20	1930.40	1979.20	2028.80	2079.20	2130.40	2184.00	2239.20	2294.40	2352.80
28	1930.40	1979.20	2028.80	2079.20	2130.40	2184.00	2239.20	2294.40	2352.80	2410.40
29	1979.20	2028.80	2079.20	2130.40	2184.00	2239.20	2294.40	2352.80	2410.40	2471.20
30	2028.80	2079.20	2130.40	2184.00	2239.20	2294.40	2352.80	2410.40	2471.20	2532.80
31	2079.20	2130.40	2184.00	2239.20	2294.40	2352.80	2410.40	2471.20	2532.80	2596.00
32	2130.40	2184.00	2239.20	2294.40	2352.80	2410.40	2471.20	2532.80	2596.00	2660.80
33	2184.00	2239.20	2294.40	2352.80	2410.40	2471.20	2532.80	2596.00	2660.80	2728.00
34	2239.20	2294.40	2352.80	2410.40	2471.20	2532.80	2596.00	2660.80	2728.00	2796.00
35	2294.40	2352.80	2410.40	2471.20	2532.80	2596.00	2660.80	2728.00	2796.00	2865.60
36	2352.80	2410.40	2471.20	2532.80	2596.00	2660.80	2728.00	2796.00	2865.60	2937.60
37	2410.40	2471.20	2532.80	2596.00	2660.80	2728.00	2796.00	2865.60	2937.60	3010.40
38	2471.20	2532.80	2596.00	2660.80	2728.00	2796.00	2865.60	2937.60	3010.40	3085.60
39	2532.80	2596.00	2660.80	2728.00	2796.00	2865.60	2937.60	3010.40	3085.60	3163.20
40	2596.00	2660.80	2728.00	2796.00	2865.60	2937.60	3010.40	3085.60	3163.20	3241.60
41	2660.80	2728.00	2796.00	2865.60	2937.60	3010.40	3085.60	3163.20	3241.60	3322.40
42	2728.00	2796.00	2865.60	2937.60	3010.40	3085.60	3163.20	3241.60	3322.40	3407.20
43	2796.00	2865.60	2937.60	3010.40	3085.60	3163.20	3241.60	3322.40	3407.20	3492.00
44	2865.60	2937.60	3010.40	3085.60	3163.20	3241.60	3322.40	3407.20	3492.00	3579.20
45	2937.60	3010.40	3085.60	3163.20	3241.60	3322.40	3407.20	3492.00	3579.20	3668.00
46	3010.40	3085.60	3163.20	3241.60	3322.40	3407.20	3492.00	3579.20	3668.00	3760.00
47	3085.60	3163.20	3241.60	3322.40	3407.20	3492.00	3579.20	3668.00	3760.00	3854.40
48	3163.20	3241.60	3322.40	3407.20	3492.00	3579.20	3668.00	3760.00	3854.40	3950.40
49	3241.60	3322.40	3407.20	3492.00	3579.20	3668.00	3760.00	3854.40	3950.40	4048.80
50	3322.40	3407.20	3492.00	3579.20	3668.00	3760.00	3854.40	3950.40	4048.80	4150.40
51	3407.20	3492.00	3579.20	3668.00	3760.00	3854.40	3950.40	4048.80	4150.40	4253.60
52	3492.00	3579.20	3668.00	3760.00	3854.40	3950.40	4048.80	4150.40	4253.60	4360.00
53	3579.20	3668.00	3760.00	3854.40	3950.40	4048.80	4150.40	4253.60	4360.00	4468.80
54	3668.00	3760.00	3854.40	3950.40	4048.80	4150.40	4253.60	4360.00	4468.80	4580.00
55	3760.00	3854.40	3950.40	4048.80	4150.40	4253.60	4360.00	4468.80	4580.00	4695.20

Appendix B

FPUD-PAY SCALES-MONTHLY-7/1/12

Range	A	B	C	D	E	F	G	H	I	J
1	2142	2194	2250	2307	2366	2423	2484	2546	2610	2676
2	2194	2250	2307	2366	2423	2484	2546	2610	2676	2742
3	2250	2307	2366	2423	2484	2546	2610	2676	2742	2811
4	2307	2366	2423	2484	2546	2610	2676	2742	2811	2884
5	2366	2423	2484	2546	2610	2676	2742	2811	2884	2955
6	2423	2484	2546	2610	2676	2742	2811	2884	2955	3032
7	2484	2546	2610	2676	2742	2811	2884	2955	3032	3106
8	2546	2610	2676	2742	2811	2884	2955	3032	3106	3186
9	2610	2676	2742	2811	2884	2955	3032	3106	3186	3266
10	2676	2742	2811	2884	2955	3032	3106	3186	3266	3349
11	2742	2811	2884	2955	3032	3106	3186	3266	3349	3434
12	2811	2884	2955	3032	3106	3186	3266	3349	3434	3519
13	2884	2955	3032	3106	3186	3266	3349	3434	3519	3607
14	2955	3032	3106	3186	3266	3349	3434	3519	3607	3695
15	3032	3106	3186	3266	3349	3434	3519	3607	3695	3789
16	3106	3186	3266	3349	3434	3519	3607	3695	3789	3884
17	3186	3266	3349	3434	3519	3607	3695	3789	3884	3980
18	3266	3349	3434	3519	3607	3695	3789	3884	3980	4080
19	3349	3434	3519	3607	3695	3789	3884	3980	4080	4183
20	3434	3519	3607	3695	3789	3884	3980	4080	4183	4288
21	3519	3607	3695	3789	3884	3980	4080	4183	4288	4396
22	3607	3695	3789	3884	3980	4080	4183	4288	4396	4505
23	3695	3789	3884	3980	4080	4183	4288	4396	4505	4616
24	3789	3884	3980	4080	4183	4288	4396	4505	4616	4732
25	3884	3980	4080	4183	4288	4396	4505	4616	4732	4852
26	3980	4080	4183	4288	4396	4505	4616	4732	4852	4971
27	4080	4183	4288	4396	4505	4616	4732	4852	4971	5098
28	4183	4288	4396	4505	4616	4732	4852	4971	5098	5223
29	4288	4396	4505	4616	4732	4852	4971	5098	5223	5354
30	4396	4505	4616	4732	4852	4971	5098	5223	5354	5488
31	4505	4616	4732	4852	4971	5098	5223	5354	5488	5625
32	4616	4732	4852	4971	5098	5223	5354	5488	5625	5765
33	4732	4852	4971	5098	5223	5354	5488	5625	5765	5911
34	4852	4971	5098	5223	5354	5488	5625	5765	5911	6058
35	4971	5098	5223	5354	5488	5625	5765	5911	6058	6209
36	5098	5223	5354	5488	5625	5765	5911	6058	6209	6365
37	5223	5354	5488	5625	5765	5911	6058	6209	6365	6523
38	5354	5488	5625	5765	5911	6058	6209	6365	6523	6685
39	5488	5625	5765	5911	6058	6209	6365	6523	6685	6854
40	5625	5765	5911	6058	6209	6365	6523	6685	6854	7023
41	5765	5911	6058	6209	6365	6523	6685	6854	7023	7199
42	5911	6058	6209	6365	6523	6685	6854	7023	7199	7382
43	6058	6209	6365	6523	6685	6854	7023	7199	7382	7566
44	6209	6365	6523	6685	6854	7023	7199	7382	7566	7755
45	6365	6523	6685	6854	7023	7199	7382	7566	7755	7947
46	6523	6685	6854	7023	7199	7382	7566	7755	7947	8147
47	6685	6854	7023	7199	7382	7566	7755	7947	8147	8351
48	6854	7023	7199	7382	7566	7755	7947	8147	8351	8559
49	7023	7199	7382	7566	7755	7947	8147	8351	8559	8772
50	7199	7382	7566	7755	7947	8147	8351	8559	8772	8993
51	7382	7566	7755	7947	8147	8351	8559	8772	8993	9216
52	7566	7755	7947	8147	8351	8559	8772	8993	9216	9447
53	7755	7947	8147	8351	8559	8772	8993	9216	9447	9682
54	7947	8147	8351	8559	8772	8993	9216	9447	9682	9923
55	8147	8351	8559	8772	8993	9216	9447	9682	9923	10173

FPUD PAY SCALES-HOURLY-7/1/13

Range	A	B	C	D	E	F	G	H	I	J
1	12.61	12.91	13.24	13.58	13.92	14.26	14.62	14.98	15.36	15.75
2	12.91	13.24	13.58	13.92	14.26	14.62	14.98	15.36	15.75	16.14
3	13.24	13.58	13.92	14.26	14.62	14.98	15.36	15.75	16.14	16.54
4	13.58	13.92	14.26	14.62	14.98	15.36	15.75	16.14	16.54	16.97
5	13.92	14.26	14.62	14.98	15.36	15.75	16.14	16.54	16.97	17.39
6	14.26	14.62	14.98	15.36	15.75	16.14	16.54	16.97	17.39	17.84
7	14.62	14.98	15.36	15.75	16.14	16.54	16.97	17.39	17.84	18.28
8	14.98	15.36	15.75	16.14	16.54	16.97	17.39	17.84	18.28	18.75
9	15.36	15.75	16.14	16.54	16.97	17.39	17.84	18.28	18.75	19.22
10	15.75	16.14	16.54	16.97	17.39	17.84	18.28	18.75	19.22	19.71
11	16.14	16.54	16.97	17.39	17.84	18.28	18.75	19.22	19.71	20.21
12	16.54	16.97	17.39	17.84	18.28	18.75	19.22	19.71	20.21	20.71
13	16.97	17.39	17.84	18.28	18.75	19.22	19.71	20.21	20.71	21.23
14	17.39	17.84	18.28	18.75	19.22	19.71	20.21	20.71	21.23	21.75
15	17.84	18.28	18.75	19.22	19.71	20.21	20.71	21.23	21.75	22.30
16	18.28	18.75	19.22	19.71	20.21	20.71	21.23	21.75	22.3	22.86
17	18.75	19.22	19.71	20.21	20.71	21.23	21.75	22.30	22.86	23.42
18	19.22	19.71	20.21	20.71	21.23	21.75	22.30	22.86	23.42	24.01
19	19.71	20.21	20.71	21.23	21.75	22.30	22.86	23.42	24.01	24.61
20	20.21	20.71	21.23	21.75	22.30	22.86	23.42	24.01	24.61	25.23
21	20.71	21.23	21.75	22.30	22.86	23.42	24.01	24.61	25.23	25.87
22	21.23	21.75	22.30	22.86	23.42	24.01	24.61	25.23	25.87	26.51
23	21.75	22.30	22.86	23.42	24.01	24.61	25.23	25.87	26.51	27.16
24	22.30	22.86	23.42	24.01	24.61	25.23	25.87	26.51	27.16	27.85
25	22.86	23.42	24.01	24.61	25.23	25.87	26.51	27.16	27.85	28.55
26	23.42	24.01	24.61	25.23	25.87	26.51	27.16	27.85	28.55	29.25
27	24.01	24.61	25.23	25.87	26.51	27.16	27.85	28.55	29.25	30.00
28	24.61	25.23	25.87	26.51	27.16	27.85	28.55	29.25	30.00	30.73
29	25.23	25.87	26.51	27.16	27.85	28.55	29.25	30.00	30.73	31.51
30	25.87	26.51	27.16	27.85	28.55	29.25	30.00	30.73	31.51	32.29
31	26.51	27.16	27.85	28.55	29.25	30.00	30.73	31.51	32.29	33.10
32	27.16	27.85	28.55	29.25	30.00	30.73	31.51	32.29	33.10	33.93
33	27.85	28.55	29.25	30.00	30.73	31.51	32.29	33.10	33.93	34.78
34	28.55	29.25	30.00	30.73	31.51	32.29	33.10	33.93	34.78	35.65
35	29.25	30.00	30.73	31.51	32.29	33.10	33.93	34.78	35.65	36.54
36	30.00	30.73	31.51	32.29	33.10	33.93	34.78	35.65	36.54	37.45
37	30.73	31.51	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.38
38	31.51	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.38	39.34
39	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.38	39.34	40.33
40	33.10	33.93	34.78	35.65	36.54	37.45	38.38	39.34	40.33	41.33
41	33.93	34.78	35.65	36.54	37.45	38.38	39.34	40.33	41.33	42.36
42	34.78	35.65	36.54	37.45	38.38	39.34	40.33	41.33	42.36	43.44
43	35.65	36.54	37.45	38.38	39.34	40.33	41.33	42.36	43.44	44.52
44	36.54	37.45	38.38	39.34	40.33	41.33	42.36	43.44	44.52	45.63
45	37.45	38.38	39.34	40.33	41.33	42.36	43.44	44.52	45.63	46.77
46	38.38	39.34	40.33	41.33	42.36	43.44	44.52	45.63	46.77	47.94
47	39.34	40.33	41.33	42.36	43.44	44.52	45.63	46.77	47.94	49.14
48	40.33	41.33	42.36	43.44	44.52	45.63	46.77	47.94	49.14	50.37
49	41.33	42.36	43.44	44.52	45.63	46.77	47.94	49.14	50.37	51.62
50	42.36	43.44	44.52	45.63	46.77	47.94	49.14	50.37	51.62	52.92
51	43.44	44.52	45.63	46.77	47.94	49.14	50.37	51.62	52.92	54.23
52	44.52	45.63	46.77	47.94	49.14	50.37	51.62	52.92	54.23	55.59
53	45.63	46.77	47.94	49.14	50.37	51.62	52.92	54.23	55.59	56.98
54	46.77	47.94	49.14	50.37	51.62	52.92	54.23	55.59	56.98	58.40
55	47.94	49.14	50.37	51.62	52.92	54.23	55.59	56.98	58.40	59.86

Appendix B

FPUD PAY SCALES-BI-WEEKLY-7/1/13

Range	A	B	C	D	E	F	G	H	I	J
1	1008.80	1032.80	1059.20	1086.40	1113.60	1140.80	1169.60	1198.40	1228.80	1260.00
2	1032.80	1059.20	1086.40	1113.60	1140.80	1169.60	1198.40	1228.80	1260.00	1291.20
3	1059.20	1086.40	1113.60	1140.80	1169.60	1198.40	1228.80	1260.00	1291.20	1323.20
4	1086.40	1113.60	1140.80	1169.60	1198.40	1228.80	1260.00	1291.20	1323.20	1357.60
5	1113.60	1140.80	1169.60	1198.40	1228.80	1260.00	1291.20	1323.20	1357.60	1391.20
6	1140.80	1169.60	1198.40	1228.80	1260.00	1291.20	1323.20	1357.60	1391.20	1427.20
7	1169.60	1198.40	1228.80	1260.00	1291.20	1323.20	1357.60	1391.20	1427.20	1462.40
8	1198.40	1228.80	1260.00	1291.20	1323.20	1357.60	1391.20	1427.20	1462.40	1500.00
9	1228.80	1260.00	1291.20	1323.20	1357.60	1391.20	1427.20	1462.40	1500.00	1537.60
10	1260.00	1291.20	1323.20	1357.60	1391.20	1427.20	1462.40	1500.00	1537.60	1576.80
11	1291.20	1323.20	1357.60	1391.20	1427.20	1462.40	1500.00	1537.60	1576.80	1616.80
12	1323.20	1357.60	1391.20	1427.20	1462.40	1500.00	1537.60	1576.80	1616.80	1656.80
13	1357.60	1391.20	1427.20	1462.40	1500.00	1537.60	1576.80	1616.80	1656.80	1698.40
14	1391.20	1427.20	1462.40	1500.00	1537.60	1576.80	1616.80	1656.80	1698.40	1740.00
15	1427.20	1462.40	1500.00	1537.60	1576.80	1616.80	1656.80	1698.40	1740.00	1784.00
16	1462.40	1500.00	1537.60	1576.80	1616.80	1656.80	1698.40	1740.00	1784.00	1828.80
17	1500.00	1537.60	1576.80	1616.80	1656.80	1698.40	1740.00	1784.00	1828.80	1873.60
18	1537.60	1576.80	1616.80	1656.80	1698.40	1740.00	1784.00	1828.80	1873.60	1920.80
19	1576.80	1616.80	1656.80	1698.40	1740.00	1784.00	1828.80	1873.60	1920.80	1968.80
20	1616.80	1656.80	1698.40	1740.00	1784.00	1828.80	1873.60	1920.80	1968.80	2018.40
21	1656.80	1698.40	1740.00	1784.00	1828.80	1873.60	1920.80	1968.80	2018.40	2069.60
22	1698.40	1740.00	1784.00	1828.80	1873.60	1920.80	1968.80	2018.40	2069.60	2120.80
23	1740.00	1784.00	1828.80	1873.60	1920.80	1968.80	2018.40	2069.60	2120.80	2172.80
24	1784.00	1828.80	1873.60	1920.80	1968.80	2018.40	2069.60	2120.80	2172.80	2228.00
25	1828.80	1873.60	1920.80	1968.80	2018.40	2069.60	2120.80	2172.80	2228.00	2284.00
26	1873.60	1920.80	1968.80	2018.40	2069.60	2120.80	2172.80	2228.00	2284.00	2340.00
27	1920.80	1968.80	2018.40	2069.60	2120.80	2172.80	2228.00	2284.00	2340.00	2400.00
28	1968.80	2018.40	2069.60	2120.80	2172.80	2228.00	2284.00	2340.00	2400.00	2458.40
29	2018.40	2069.60	2120.80	2172.80	2228.00	2284.00	2340.00	2400.00	2458.40	2520.80
30	2069.60	2120.80	2172.80	2228.00	2284.00	2340.00	2400.00	2458.40	2520.80	2583.20
31	2120.80	2172.80	2228.00	2284.00	2340.00	2400.00	2458.40	2520.80	2583.20	2648.00
32	2172.80	2228.00	2284.00	2340.00	2400.00	2458.40	2520.80	2583.20	2648.00	2714.40
33	2228.00	2284.00	2340.00	2400.00	2458.40	2520.80	2583.20	2648.00	2714.40	2782.40
34	2284.00	2340.00	2400.00	2458.40	2520.80	2583.20	2648.00	2714.40	2782.40	2852.00
35	2340.00	2400.00	2458.40	2520.80	2583.20	2648.00	2714.40	2782.40	2852.00	2923.20
36	2400.00	2458.40	2520.80	2583.20	2648.00	2714.40	2782.40	2852.00	2923.20	2996.00
37	2458.40	2520.80	2583.20	2648.00	2714.40	2782.40	2852.00	2923.20	2996.00	3070.40
38	2520.80	2583.20	2648.00	2714.40	2782.40	2852.00	2923.20	2996.00	3070.40	3147.20
39	2583.20	2648.00	2714.40	2782.40	2852.00	2923.20	2996.00	3070.40	3147.20	3226.40
40	2648.00	2714.40	2782.40	2852.00	2923.20	2996.00	3070.40	3147.20	3226.40	3306.40
41	2714.40	2782.40	2852.00	2923.20	2996.00	3070.40	3147.20	3226.40	3306.40	3388.80
42	2782.40	2852.00	2923.20	2996.00	3070.40	3147.20	3226.40	3306.40	3388.80	3475.20
43	2852.00	2923.20	2996.00	3070.40	3147.20	3226.40	3306.40	3388.80	3475.20	3561.60
44	2923.20	2996.00	3070.40	3147.20	3226.40	3306.40	3388.80	3475.20	3561.60	3650.40
45	2996.00	3070.40	3147.20	3226.40	3306.40	3388.80	3475.20	3561.60	3650.40	3741.60
46	3070.40	3147.20	3226.40	3306.40	3388.80	3475.20	3561.60	3650.40	3741.60	3835.20
47	3147.20	3226.40	3306.40	3388.80	3475.20	3561.60	3650.40	3741.60	3835.20	3931.20
48	3226.40	3306.40	3388.80	3475.20	3561.60	3650.40	3741.60	3835.20	3931.20	4029.60
49	3306.40	3388.80	3475.20	3561.60	3650.40	3741.60	3835.20	3931.20	4029.60	4129.60
50	3388.80	3475.20	3561.60	3650.40	3741.60	3835.20	3931.20	4029.60	4129.60	4233.60
51	3475.20	3561.60	3650.40	3741.60	3835.20	3931.20	4029.60	4129.60	4233.60	4338.40
52	3561.60	3650.40	3741.60	3835.20	3931.20	4029.60	4129.60	4233.60	4338.40	4447.20
53	3650.40	3741.60	3835.20	3931.20	4029.60	4129.60	4233.60	4338.40	4447.20	4558.40
54	3741.60	3835.20	3931.20	4029.60	4129.60	4233.60	4338.40	4447.20	4558.40	4672.00
55	3835.20	3931.20	4029.60	4129.60	4233.60	4338.40	4447.20	4558.40	4672.00	4788.80

Appendix B

FPUD-PAY SCALES-MONTHLY-7/1/13

Range	A	B	C	D	E	F	G	H	I	J
1	2186	2238	2295	2354	2413	2472	2534	2597	2662	2730
2	2238	2295	2354	2413	2472	2534	2597	2662	2730	2798
3	2295	2354	2413	2472	2534	2597	2662	2730	2798	2867
4	2354	2413	2472	2534	2597	2662	2730	2798	2867	2941
5	2413	2472	2534	2597	2662	2730	2798	2867	2941	3014
6	2472	2534	2597	2662	2730	2798	2867	2941	3014	3092
7	2534	2597	2662	2730	2798	2867	2941	3014	3092	3169
8	2597	2662	2730	2798	2867	2941	3014	3092	3169	3250
9	2662	2730	2798	2867	2941	3014	3092	3169	3250	3331
10	2730	2798	2867	2941	3014	3092	3169	3250	3331	3416
11	2798	2867	2941	3014	3092	3169	3250	3331	3416	3503
12	2867	2941	3014	3092	3169	3250	3331	3416	3503	3590
13	2941	3014	3092	3169	3250	3331	3416	3503	3590	3680
14	3014	3092	3169	3250	3331	3416	3503	3590	3680	3770
15	3092	3169	3250	3331	3416	3503	3590	3680	3770	3865
16	3169	3250	3331	3416	3503	3590	3680	3770	3865	3962
17	3250	3331	3416	3503	3590	3680	3770	3865	3962	4059
18	3331	3416	3503	3590	3680	3770	3865	3962	4059	4162
19	3416	3503	3590	3680	3770	3865	3962	4059	4162	4266
20	3503	3590	3680	3770	3865	3962	4059	4162	4266	4373
21	3590	3680	3770	3865	3962	4059	4162	4266	4373	4484
22	3680	3770	3865	3962	4059	4162	4266	4373	4484	4595
23	3770	3865	3962	4059	4162	4266	4373	4484	4595	4708
24	3865	3962	4059	4162	4266	4373	4484	4595	4708	4827
25	3962	4059	4162	4266	4373	4484	4595	4708	4827	4949
26	4059	4162	4266	4373	4484	4595	4708	4827	4949	5070
27	4162	4266	4373	4484	4595	4708	4827	4949	5070	5200
28	4266	4373	4484	4595	4708	4827	4949	5070	5200	5327
29	4373	4484	4595	4708	4827	4949	5070	5200	5327	5462
30	4484	4595	4708	4827	4949	5070	5200	5327	5462	5597
31	4595	4708	4827	4949	5070	5200	5327	5462	5597	5737
32	4708	4827	4949	5070	5200	5327	5462	5597	5737	5881
33	4827	4949	5070	5200	5327	5462	5597	5737	5881	6029
34	4949	5070	5200	5327	5462	5597	5737	5881	6029	6179
35	5070	5200	5327	5462	5597	5737	5881	6029	6179	6334
36	5200	5327	5462	5597	5737	5881	6029	6179	6334	6491
37	5327	5462	5597	5737	5881	6029	6179	6334	6491	6653
38	5462	5597	5737	5881	6029	6179	6334	6491	6653	6819
39	5597	5737	5881	6029	6179	6334	6491	6653	6819	6991
40	5737	5881	6029	6179	6334	6491	6653	6819	6991	7164
41	5881	6029	6179	6334	6491	6653	6819	6991	7164	7342
42	6029	6179	6334	6491	6653	6819	6991	7164	7342	7530
43	6179	6334	6491	6653	6819	6991	7164	7342	7530	7717
44	6334	6491	6653	6819	6991	7164	7342	7530	7717	7909
45	6491	6653	6819	6991	7164	7342	7530	7717	7909	8107
46	6653	6819	6991	7164	7342	7530	7717	7909	8107	8310
47	6819	6991	7164	7342	7530	7717	7909	8107	8310	8518
48	6991	7164	7342	7530	7717	7909	8107	8310	8518	8731
49	7164	7342	7530	7717	7909	8107	8310	8518	8731	8947
50	7342	7530	7717	7909	8107	8310	8518	8731	8947	9173
51	7530	7717	7909	8107	8310	8518	8731	8947	9173	9400
52	7717	7909	8107	8310	8518	8731	8947	9173	9400	9636
53	7909	8107	8310	8518	8731	8947	9173	9400	9636	9877
54	8107	8310	8518	8731	8947	9173	9400	9636	9877	10123
55	8310	8518	8731	8947	9173	9400	9636	9877	10123	10376

Appendix B

FPUD PAY SCALES-HOURLY-7/1/14

Range	A	B	C	D	E	F	G	H	I	J
1	12.86	13.17	13.50	13.85	14.20	14.55	14.91	15.28	15.67	16.07
2	13.17	13.50	13.85	14.20	14.55	14.91	15.28	15.67	16.07	16.46
3	13.50	13.85	14.20	14.55	14.91	15.28	15.67	16.07	16.46	16.87
4	13.85	14.20	14.55	14.91	15.28	15.67	16.07	16.46	16.87	17.31
5	14.20	14.55	14.91	15.28	15.67	16.07	16.46	16.87	17.31	17.74
6	14.55	14.91	15.28	15.67	16.07	16.46	16.87	17.31	17.74	18.20
7	14.91	15.28	15.67	16.07	16.46	16.87	17.31	17.74	18.20	18.65
8	15.28	15.67	16.07	16.46	16.87	17.31	17.74	18.20	18.65	19.13
9	15.67	16.07	16.46	16.87	17.31	17.74	18.20	18.65	19.13	19.60
10	16.07	16.46	16.87	17.31	17.74	18.20	18.65	19.13	19.60	20.10
11	16.46	16.87	17.31	17.74	18.20	18.65	19.13	19.60	20.10	20.61
12	16.87	17.31	17.74	18.20	18.65	19.13	19.60	20.10	20.61	21.12
13	17.31	17.74	18.20	18.65	19.13	19.60	20.10	20.61	21.12	21.65
14	17.74	18.20	18.65	19.13	19.60	20.10	20.61	21.12	21.65	22.19
15	18.20	18.65	19.13	19.60	20.10	20.61	21.12	21.65	22.19	22.75
16	18.65	19.13	19.60	20.10	20.61	21.12	21.65	22.19	22.75	23.32
17	19.13	19.60	20.10	20.61	21.12	21.65	22.19	22.75	23.32	23.89
18	19.60	20.10	20.61	21.12	21.65	22.19	22.75	23.32	23.89	24.49
19	20.10	20.61	21.12	21.65	22.19	22.75	23.32	23.89	24.49	25.10
20	20.61	21.12	21.65	22.19	22.75	23.32	23.89	24.49	25.10	25.73
21	21.12	21.65	22.19	22.75	23.32	23.89	24.49	25.10	25.73	26.39
22	21.65	22.19	22.75	23.32	23.89	24.49	25.10	25.73	26.39	27.04
23	22.19	22.75	23.32	23.89	24.49	25.10	25.73	26.39	27.04	27.70
24	22.75	23.32	23.89	24.49	25.10	25.73	26.39	27.04	27.70	28.41
25	23.32	23.89	24.49	25.10	25.73	26.39	27.04	27.70	28.41	29.12
26	23.89	24.49	25.10	25.73	26.39	27.04	27.70	28.41	29.12	29.84
27	24.49	25.10	25.73	26.39	27.04	27.70	28.41	29.12	29.84	30.60
28	25.10	25.73	26.39	27.04	27.70	28.41	29.12	29.84	30.60	31.34
29	25.73	26.39	27.04	27.70	28.41	29.12	29.84	30.60	31.34	32.14
30	26.39	27.04	27.70	28.41	29.12	29.84	30.60	31.34	32.14	32.94
31	27.04	27.70	28.41	29.12	29.84	30.60	31.34	32.14	32.94	33.76
32	27.70	28.41	29.12	29.84	30.60	31.34	32.14	32.94	33.76	34.61
33	28.41	29.12	29.84	30.60	31.34	32.14	32.94	33.76	34.61	35.48
34	29.12	29.84	30.60	31.34	32.14	32.94	33.76	34.61	35.48	36.36
35	29.84	30.60	31.34	32.14	32.94	33.76	34.61	35.48	36.36	37.27
36	30.60	31.34	32.14	32.94	33.76	34.61	35.48	36.36	37.27	38.20
37	31.34	32.14	32.94	33.76	34.61	35.48	36.36	37.27	38.20	39.15
38	32.14	32.94	33.76	34.61	35.48	36.36	37.27	38.20	39.15	40.13
39	32.94	33.76	34.61	35.48	36.36	37.27	38.20	39.15	40.13	41.14
40	33.76	34.61	35.48	36.36	37.27	38.20	39.15	40.13	41.14	42.16
41	34.61	35.48	36.36	37.27	38.20	39.15	40.13	41.14	42.16	43.21
42	35.48	36.36	37.27	38.20	39.15	40.13	41.14	42.16	43.21	44.31
43	36.36	37.27	38.20	39.15	40.13	41.14	42.16	43.21	44.31	45.41
44	37.27	38.20	39.15	40.13	41.14	42.16	43.21	44.31	45.41	46.54
45	38.20	39.15	40.13	41.14	42.16	43.21	44.31	45.41	46.54	47.71
46	39.15	40.13	41.14	42.16	43.21	44.31	45.41	46.54	47.71	48.90
47	40.13	41.14	42.16	43.21	44.31	45.41	46.54	47.71	48.90	50.12
48	41.14	42.16	43.21	44.31	45.41	46.54	47.71	48.90	50.12	51.38
49	42.16	43.21	44.31	45.41	46.54	47.71	48.90	50.12	51.38	52.65
50	43.21	44.31	45.41	46.54	47.71	48.90	50.12	51.38	52.65	53.98
51	44.31	45.41	46.54	47.71	48.90	50.12	51.38	52.65	53.98	55.31
52	45.41	46.54	47.71	48.90	50.12	51.38	52.65	53.98	55.31	56.70
53	46.54	47.71	48.90	50.12	51.38	52.65	53.98	55.31	56.70	58.12
54	47.71	48.90	50.12	51.38	52.65	53.98	55.31	56.70	58.12	59.57
55	48.90	50.12	51.38	52.65	53.98	55.31	56.70	58.12	59.57	61.06

Appendix B

FPUD-PAY SCALES-MONTHLY-7/1/14

Range	A	B	C	D	E	F	G	H	I	J
1	2,229	2,283	2,340	2,401	2,461	2,522	2,584	2,649	2,716	2,785
2	2,283	2,340	2,401	2,461	2,522	2,584	2,649	2,716	2,785	2,853
3	2,340	2,401	2,461	2,522	2,584	2,649	2,716	2,785	2,853	2,924
4	2,401	2,461	2,522	2,584	2,649	2,716	2,785	2,853	2,924	3,000
5	2,461	2,522	2,584	2,649	2,716	2,785	2,853	2,924	3,000	3,075
6	2,522	2,584	2,649	2,716	2,785	2,853	2,924	3,000	3,075	3,155
7	2,584	2,649	2,716	2,785	2,853	2,924	3,000	3,075	3,155	3,233
8	2,649	2,716	2,785	2,853	2,924	3,000	3,075	3,155	3,233	3,316
9	2,716	2,785	2,853	2,924	3,000	3,075	3,155	3,233	3,316	3,397
10	2,785	2,853	2,924	3,000	3,075	3,155	3,233	3,316	3,397	3,484
11	2,853	2,924	3,000	3,075	3,155	3,233	3,316	3,397	3,484	3,572
12	2,924	3,000	3,075	3,155	3,233	3,316	3,397	3,484	3,572	3,661
13	3,000	3,075	3,155	3,233	3,316	3,397	3,484	3,572	3,661	3,753
14	3,075	3,155	3,233	3,316	3,397	3,484	3,572	3,661	3,753	3,846
15	3,155	3,233	3,316	3,397	3,484	3,572	3,661	3,753	3,846	3,943
16	3,233	3,316	3,397	3,484	3,572	3,661	3,753	3,846	3,943	4,042
17	3,316	3,397	3,484	3,572	3,661	3,753	3,846	3,943	4,042	4,141
18	3,397	3,484	3,572	3,661	3,753	3,846	3,943	4,042	4,141	4,245
19	3,484	3,572	3,661	3,753	3,846	3,943	4,042	4,141	4,245	4,351
20	3,572	3,661	3,753	3,846	3,943	4,042	4,141	4,245	4,351	4,460
21	3,661	3,753	3,846	3,943	4,042	4,141	4,245	4,351	4,460	4,574
22	3,753	3,846	3,943	4,042	4,141	4,245	4,351	4,460	4,574	4,687
23	3,846	3,943	4,042	4,141	4,245	4,351	4,460	4,574	4,687	4,801
24	3,943	4,042	4,141	4,245	4,351	4,460	4,574	4,687	4,801	4,924
25	4,042	4,141	4,245	4,351	4,460	4,574	4,687	4,801	4,924	5,047
26	4,141	4,245	4,351	4,460	4,574	4,687	4,801	4,924	5,047	5,172
27	4,245	4,351	4,460	4,574	4,687	4,801	4,924	5,047	5,172	5,304
28	4,351	4,460	4,574	4,687	4,801	4,924	5,047	5,172	5,304	5,432
29	4,460	4,574	4,687	4,801	4,924	5,047	5,172	5,304	5,432	5,571
30	4,574	4,687	4,801	4,924	5,047	5,172	5,304	5,432	5,571	5,710
31	4,687	4,801	4,924	5,047	5,172	5,304	5,432	5,571	5,710	5,852
32	4,801	4,924	5,047	5,172	5,304	5,432	5,571	5,710	5,852	5,999
33	4,924	5,047	5,172	5,304	5,432	5,571	5,710	5,852	5,999	6,150
34	5,047	5,172	5,304	5,432	5,571	5,710	5,852	5,999	6,150	6,302
35	5,172	5,304	5,432	5,571	5,710	5,852	5,999	6,150	6,302	6,460
36	5,304	5,432	5,571	5,710	5,852	5,999	6,150	6,302	6,460	6,621
37	5,432	5,571	5,710	5,852	5,999	6,150	6,302	6,460	6,621	6,786
38	5,571	5,710	5,852	5,999	6,150	6,302	6,460	6,621	6,786	6,956
39	5,710	5,852	5,999	6,150	6,302	6,460	6,621	6,786	6,956	7,131
40	5,852	5,999	6,150	6,302	6,460	6,621	6,786	6,956	7,131	7,308
41	5,999	6,150	6,302	6,460	6,621	6,786	6,956	7,131	7,308	7,490
42	6,150	6,302	6,460	6,621	6,786	6,956	7,131	7,308	7,490	7,680
43	6,302	6,460	6,621	6,786	6,956	7,131	7,308	7,490	7,680	7,871
44	6,460	6,621	6,786	6,956	7,131	7,308	7,490	7,680	7,871	8,067
45	6,621	6,786	6,956	7,131	7,308	7,490	7,680	7,871	8,067	8,270
46	6,786	6,956	7,131	7,308	7,490	7,680	7,871	8,067	8,270	8,476
47	6,956	7,131	7,308	7,490	7,680	7,871	8,067	8,270	8,476	8,687
48	7,131	7,308	7,490	7,680	7,871	8,067	8,270	8,476	8,687	8,906
49	7,308	7,490	7,680	7,871	8,067	8,270	8,476	8,687	8,906	9,126
50	7,490	7,680	7,871	8,067	8,270	8,476	8,687	8,906	9,126	9,357
51	7,680	7,871	8,067	8,270	8,476	8,687	8,906	9,126	9,357	9,587
52	7,871	8,067	8,270	8,476	8,687	8,906	9,126	9,357	9,587	9,828
53	8,067	8,270	8,476	8,687	8,906	9,126	9,357	9,587	9,828	10,074
54	8,270	8,476	8,687	8,906	9,126	9,357	9,587	9,828	10,074	10,325
55	8,476	8,687	8,906	9,126	9,357	9,587	9,828	10,074	10,325	10,584

Appendix B

Exempt Salary Scales 7/1/11
Monthly

	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
A	\$ 4,901.08	\$ 5,073.60	\$ 5,246.12	\$ 5,418.64	\$ 5,591.16	\$ 5,763.68
B	\$ 5,043.52	\$ 5,216.04	\$ 5,388.56	\$ 5,561.08	\$ 5,733.60	\$ 5,906.12
C	\$ 5,185.96	\$ 5,358.48	\$ 5,531.00	\$ 5,703.52	\$ 5,876.04	\$ 6,048.56
D	\$ 5,328.40	\$ 5,500.92	\$ 5,673.44	\$ 5,845.96	\$ 6,018.48	\$ 6,191.00
E	\$ 5,470.84	\$ 5,643.36	\$ 5,815.88	\$ 5,988.40	\$ 6,160.92	\$ 6,333.44
F	\$ 5,613.28	\$ 5,785.80	\$ 5,958.32	\$ 6,130.84	\$ 6,303.36	\$ 6,475.88
G	\$ 5,755.72	\$ 5,928.24	\$ 6,100.76	\$ 6,273.28	\$ 6,445.80	\$ 6,618.32
H	\$ 5,898.16	\$ 6,070.68	\$ 6,242.72	\$ 6,415.24	\$ 6,587.28	\$ 6,759.72
I	\$ 6,040.60	\$ 6,213.12	\$ 6,385.64	\$ 6,558.16	\$ 6,730.68	\$ 6,903.12
J	\$ 6,183.04	\$ 6,355.56	\$ 6,528.08	\$ 6,700.60	\$ 6,873.12	\$ 7,045.56
K	\$ 6,325.48	\$ 6,498.00	\$ 6,670.52	\$ 6,843.04	\$ 7,015.56	\$ 7,188.00
L	\$ 6,467.92	\$ 6,640.44	\$ 6,812.96	\$ 6,985.48	\$ 7,158.00	\$ 7,330.44
M	\$ 6,610.36	\$ 6,782.88	\$ 6,955.40	\$ 7,127.92	\$ 7,300.44	\$ 7,472.88
N	\$ 6,752.80	\$ 6,925.32	\$ 7,097.84	\$ 7,270.36	\$ 7,442.80	\$ 7,615.24
O	\$ 6,895.24	\$ 7,067.76	\$ 7,240.28	\$ 7,412.80	\$ 7,585.24	\$ 7,757.68
P	\$ 7,037.68	\$ 7,210.20	\$ 7,382.72	\$ 7,555.16	\$ 7,727.60	\$ 7,900.04
Q	\$ 7,180.12	\$ 7,352.64	\$ 7,525.16	\$ 7,697.60	\$ 7,870.04	\$ 8,042.48
R	\$ 7,322.56	\$ 7,495.08	\$ 7,667.60	\$ 7,840.04	\$ 8,012.48	\$ 8,184.92
S	\$ 7,465.00	\$ 7,637.52	\$ 7,810.04	\$ 7,982.48	\$ 8,154.92	\$ 8,327.36
T	\$ 7,607.44	\$ 7,780.00	\$ 7,952.52	\$ 8,125.00	\$ 8,297.44	\$ 8,469.88
U	\$ 7,750.00	\$ 7,922.52	\$ 8,095.04	\$ 8,267.48	\$ 8,439.92	\$ 8,612.36
V	\$ 7,892.44	\$ 8,065.00	\$ 8,237.52	\$ 8,410.00	\$ 8,582.44	\$ 8,754.88
W	\$ 8,034.88	\$ 8,207.40	\$ 8,379.92	\$ 8,552.40	\$ 8,724.84	\$ 8,897.28
X	\$ 8,177.32	\$ 8,350.00	\$ 8,522.52	\$ 8,695.00	\$ 8,867.44	\$ 9,039.88
Y	\$ 8,319.76	\$ 8,492.40	\$ 8,665.00	\$ 8,837.44	\$ 9,009.88	\$ 9,182.32
Z	\$ 8,462.20	\$ 8,635.00	\$ 8,807.52	\$ 8,980.00	\$ 9,152.40	\$ 9,324.84

Exempt Salary Scales 7/1/12
Monthly

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
A	\$ 4,988.10	\$ 5,124.07	\$ 5,257.18	\$ 5,383.48	\$ 5,518.07	\$ 5,656.02	\$ 5,797.42	\$ 5,942.36	\$ 6,090.91	\$ 6,243.19	\$ 6,399.77	\$ 6,560.25
B	\$ 5,144.40	\$ 5,273.01	\$ 5,404.83	\$ 5,539.95	\$ 5,678.45	\$ 5,820.41	\$ 5,965.92	\$ 6,115.97	\$ 6,267.95	\$ 6,424.64	\$ 6,585.26	\$ 6,749.89
C	\$ 5,294.96	\$ 5,427.33	\$ 5,561.01	\$ 5,702.09	\$ 5,844.64	\$ 5,990.76	\$ 6,140.53	\$ 6,294.04	\$ 6,451.39	\$ 6,612.68	\$ 6,777.99	\$ 6,947.44
D	\$ 5,446.57	\$ 5,582.74	\$ 5,721.31	\$ 5,865.36	\$ 6,012.00	\$ 6,162.30	\$ 6,316.35	\$ 6,474.26	\$ 6,636.12	\$ 6,802.02	\$ 6,972.07	\$ 7,146.38
E	\$ 5,608.61	\$ 5,746.78	\$ 5,880.45	\$ 6,037.71	\$ 6,188.65	\$ 6,343.37	\$ 6,501.95	\$ 6,664.50	\$ 6,831.11	\$ 7,001.89	\$ 7,176.94	\$ 7,356.36
F	\$ 5,787.70	\$ 5,931.50	\$ 6,085.65	\$ 6,211.19	\$ 6,366.46	\$ 6,525.63	\$ 6,688.77	\$ 6,855.99	\$ 7,027.39	\$ 7,203.07	\$ 7,383.15	\$ 7,567.73
G	\$ 5,937.22	\$ 6,085.65	\$ 6,237.79	\$ 6,398.79	\$ 6,553.58	\$ 6,712.42	\$ 6,885.95	\$ 7,057.49	\$ 7,233.92	\$ 7,414.77	\$ 7,600.14	\$ 7,790.14
H	\$ 6,104.63	\$ 6,257.74	\$ 6,411.67	\$ 6,574.01	\$ 6,738.36	\$ 6,906.42	\$ 7,079.48	\$ 7,256.48	\$ 7,437.89	\$ 7,623.84	\$ 7,814.44	\$ 8,009.80
I	\$ 6,284.67	\$ 6,441.79	\$ 6,602.83	\$ 6,767.90	\$ 6,937.10	\$ 7,110.59	\$ 7,288.29	\$ 7,470.50	\$ 7,657.26	\$ 7,848.69	\$ 8,044.91	\$ 8,246.83
J	\$ 6,463.66	\$ 6,625.25	\$ 6,790.88	\$ 6,960.65	\$ 7,134.67	\$ 7,313.04	\$ 7,495.86	\$ 7,683.26	\$ 7,875.34	\$ 8,072.23	\$ 8,274.03	\$ 8,480.88
K	\$ 6,653.18	\$ 6,819.51	\$ 6,990.00	\$ 7,164.75	\$ 7,343.86	\$ 7,527.46	\$ 7,715.85	\$ 7,908.54	\$ 8,106.25	\$ 8,308.91	\$ 8,516.63	\$ 8,729.35
L	\$ 6,844.80	\$ 7,013.92	\$ 7,191.32	\$ 7,371.11	\$ 7,555.39	\$ 7,744.27	\$ 7,937.87	\$ 8,136.32	\$ 8,339.73	\$ 8,548.22	\$ 8,761.93	\$ 8,980.98
M	\$ 7,044.85	\$ 7,226.97	\$ 7,411.32	\$ 7,601.50	\$ 7,776.20	\$ 7,970.60	\$ 8,169.87	\$ 8,374.12	\$ 8,583.47	\$ 8,798.06	\$ 9,018.01	\$ 9,243.46
N	\$ 7,249.11	\$ 7,436.34	\$ 7,626.10	\$ 7,816.30	\$ 8,001.88	\$ 8,201.70	\$ 8,406.75	\$ 8,616.92	\$ 8,832.34	\$ 9,053.15	\$ 9,279.48	\$ 9,511.48
O	\$ 7,458.64	\$ 7,645.10	\$ 7,836.23	\$ 8,032.14	\$ 8,232.94	\$ 8,438.75	\$ 8,649.73	\$ 8,865.97	\$ 9,087.62	\$ 9,314.81	\$ 9,547.68	\$ 9,786.38
P	\$ 7,677.64	\$ 7,865.58	\$ 8,058.32	\$ 8,257.97	\$ 8,474.67	\$ 8,686.54	\$ 8,903.70	\$ 9,126.30	\$ 9,354.45	\$ 9,588.32	\$ 9,828.02	\$ 10,073.72
Q	\$ 7,898.74	\$ 8,096.21	\$ 8,298.62	\$ 8,506.08	\$ 8,718.73	\$ 8,936.70	\$ 9,160.12	\$ 9,389.12	\$ 9,623.85	\$ 9,864.45	\$ 10,111.06	\$ 10,363.83
R	\$ 8,126.16	\$ 8,325.32	\$ 8,527.55	\$ 8,750.98	\$ 8,969.77	\$ 9,194.01	\$ 9,423.86	\$ 9,659.46	\$ 9,900.94	\$ 10,148.47	\$ 10,402.18	\$ 10,662.23
S	\$ 8,363.06	\$ 8,572.84	\$ 8,786.44	\$ 9,006.31	\$ 9,231.26	\$ 9,462.04	\$ 9,698.59	\$ 9,941.05	\$ 10,189.58	\$ 10,444.32	\$ 10,705.43	\$ 10,973.06
T	\$ 8,604.78	\$ 8,821.44	\$ 9,041.97	\$ 9,268.02	\$ 9,499.77	\$ 9,737.22	\$ 9,980.65	\$ 10,230.16	\$ 10,485.92	\$ 10,748.06	\$ 11,016.77	\$ 11,292.19
U	\$ 8,854.78	\$ 9,076.13	\$ 9,301.09	\$ 9,535.61	\$ 9,774.00	\$ 10,018.35	\$ 10,268.81	\$ 10,525.53	\$ 10,788.67	\$ 11,058.38	\$ 11,334.84	\$ 11,618.21
V	\$ 9,111.87	\$ 9,339.46	\$ 9,572.94	\$ 9,812.27	\$ 10,057.57	\$ 10,309.01	\$ 10,566.74	\$ 10,830.91	\$ 11,101.68	\$ 11,379.22	\$ 11,663.70	\$ 11,955.29
W	\$ 9,379.10	\$ 9,613.58	\$ 9,853.91	\$ 10,100.26	\$ 10,352.77	\$ 10,611.59	\$ 10,876.88	\$ 11,148.80	\$ 11,427.52	\$ 11,713.21	\$ 12,006.04	\$ 12,306.19
X	\$ 9,651.79	\$ 9,895.09	\$ 10,140.42	\$ 10,393.93	\$ 10,653.78	\$ 10,920.12	\$ 11,193.12	\$ 11,472.95	\$ 11,759.77	\$ 12,053.77	\$ 12,355.11	\$ 12,663.89
Y	\$ 9,931.86	\$ 10,180.16	\$ 10,434.66	\$ 10,695.53	\$ 10,962.92	\$ 11,236.99	\$ 11,517.92	\$ 11,805.86	\$ 12,101.01	\$ 12,403.54	\$ 12,713.62	\$ 13,031.46
Z	\$ 10,219.30	\$ 10,474.78	\$ 10,736.65	\$ 11,005.07	\$ 11,280.10	\$ 11,562.20	\$ 11,851.25	\$ 12,147.58	\$ 12,451.22	\$ 12,762.51	\$ 13,081.57	\$ 13,408.61

Exempt Salary Scales: 7/1/13
Monthly

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
A	\$ 5,089.08	\$ 5,226.56	\$ 5,357.22	\$ 5,481.15	\$ 5,628.43	\$ 5,769.14	\$ 5,913.37	\$ 6,061.20	\$ 6,212.73	\$ 6,368.03	\$ 6,527.25	\$ 6,690.43
B	\$ 5,247.28	\$ 5,378.47	\$ 5,512.93	\$ 5,650.75	\$ 5,792.02	\$ 5,936.82	\$ 6,085.24	\$ 6,237.37	\$ 6,393.30	\$ 6,553.14	\$ 6,716.97	\$ 6,884.89
C	\$ 5,400.86	\$ 5,535.88	\$ 5,674.28	\$ 5,816.18	\$ 5,961.54	\$ 6,110.57	\$ 6,263.34	\$ 6,419.92	\$ 6,580.42	\$ 6,744.88	\$ 6,913.55	\$ 7,086.39
D	\$ 5,555.50	\$ 5,694.39	\$ 5,836.75	\$ 5,982.57	\$ 6,132.24	\$ 6,285.54	\$ 6,442.88	\$ 6,603.75	\$ 6,768.84	\$ 6,938.06	\$ 7,111.52	\$ 7,289.30
E	\$ 5,712.74	\$ 5,861.71	\$ 6,008.26	\$ 6,158.45	\$ 6,312.42	\$ 6,470.23	\$ 6,631.99	\$ 6,797.79	\$ 6,967.73	\$ 7,141.99	\$ 7,320.48	\$ 7,503.89
F	\$ 5,883.06	\$ 6,031.13	\$ 6,180.89	\$ 6,335.41	\$ 6,493.79	\$ 6,656.14	\$ 6,822.54	\$ 6,993.11	\$ 7,167.93	\$ 7,347.13	\$ 7,530.81	\$ 7,719.08
G	\$ 6,055.98	\$ 6,207.36	\$ 6,362.54	\$ 6,521.81	\$ 6,684.65	\$ 6,851.76	\$ 7,023.06	\$ 7,198.64	\$ 7,378.60	\$ 7,563.07	\$ 7,752.14	\$ 7,945.95
H	\$ 6,226.72	\$ 6,382.39	\$ 6,541.95	\$ 6,705.49	\$ 6,873.13	\$ 7,044.96	\$ 7,221.08	\$ 7,401.61	\$ 7,586.65	\$ 7,776.32	\$ 7,970.73	\$ 8,169.99
I	\$ 6,410.36	\$ 6,570.62	\$ 6,734.89	\$ 6,903.25	\$ 7,075.88	\$ 7,253.74	\$ 7,436.06	\$ 7,619.81	\$ 7,804.40	\$ 8,005.88	\$ 8,205.81	\$ 8,410.35
J	\$ 6,592.93	\$ 6,757.78	\$ 6,926.70	\$ 7,099.87	\$ 7,277.86	\$ 7,460.74	\$ 7,648.01	\$ 7,839.69	\$ 8,032.85	\$ 8,233.67	\$ 8,439.51	\$ 8,650.50
K	\$ 6,786.24	\$ 6,953.90	\$ 7,129.80	\$ 7,308.04	\$ 7,490.74	\$ 7,678.01	\$ 7,869.98	\$ 8,066.71	\$ 8,268.39	\$ 8,475.09	\$ 8,686.96	\$ 8,904.14
L	\$ 6,981.70	\$ 7,156.24	\$ 7,335.15	\$ 7,518.53	\$ 7,706.49	\$ 7,899.15	\$ 8,096.63	\$ 8,299.05	\$ 8,506.52	\$ 8,719.19	\$ 8,937.17	\$ 9,160.60
M	\$ 7,183.75	\$ 7,365.59	\$ 7,549.53	\$ 7,738.27	\$ 7,931.72	\$ 8,130.02	\$ 8,333.27	\$ 8,541.60	\$ 8,755.14	\$ 8,974.02	\$ 9,198.37	\$ 9,428.33
N	\$ 7,394.09	\$ 7,578.95	\$ 7,768.47	\$ 7,962.63	\$ 8,161.70	\$ 8,366.74	\$ 8,574.88	\$ 8,789.25	\$ 9,008.99	\$ 9,234.21	\$ 9,465.07	\$ 9,701.69
O	\$ 7,607.61	\$ 7,794.00	\$ 7,992.86	\$ 8,192.78	\$ 8,397.60	\$ 8,607.54	\$ 8,822.73	\$ 9,043.29	\$ 9,269.38	\$ 9,501.11	\$ 9,738.64	\$ 9,982.10
P	\$ 7,831.19	\$ 8,028.97	\$ 8,227.64	\$ 8,433.33	\$ 8,644.17	\$ 8,860.27	\$ 9,081.78	\$ 9,308.82	\$ 9,541.59	\$ 9,780.08	\$ 10,024.58	\$ 10,275.20
Q	\$ 8,056.72	\$ 8,258.13	\$ 8,464.59	\$ 8,676.20	\$ 8,893.11	\$ 9,115.44	\$ 9,343.32	\$ 9,576.90	\$ 9,816.39	\$ 10,061.74	\$ 10,313.28	\$ 10,571.11
R	\$ 8,288.69	\$ 8,495.91	\$ 8,706.30	\$ 8,926.01	\$ 9,149.16	\$ 9,377.89	\$ 9,612.54	\$ 9,852.65	\$ 10,098.06	\$ 10,351.64	\$ 10,610.22	\$ 10,875.48
S	\$ 8,530.33	\$ 8,743.58	\$ 8,961.17	\$ 9,186.23	\$ 9,415.48	\$ 9,651.28	\$ 9,892.56	\$ 10,139.88	\$ 10,393.37	\$ 10,653.21	\$ 10,919.54	\$ 11,192.33
T	\$ 8,778.41	\$ 8,997.87	\$ 9,222.81	\$ 9,453.98	\$ 9,690.72	\$ 9,931.96	\$ 10,180.28	\$ 10,434.98	\$ 10,695.64	\$ 10,963.03	\$ 11,237.10	\$ 11,516.03
U	\$ 9,031.68	\$ 9,257.65	\$ 9,489.09	\$ 9,726.33	\$ 9,969.48	\$ 10,218.72	\$ 10,474.98	\$ 10,736.04	\$ 11,004.44	\$ 11,279.55	\$ 11,561.54	\$ 11,850.58
V	\$ 9,293.90	\$ 9,526.25	\$ 9,764.40	\$ 10,008.51	\$ 10,258.72	\$ 10,515.19	\$ 10,778.07	\$ 11,047.52	\$ 11,323.71	\$ 11,608.81	\$ 11,896.98	\$ 12,194.40
W	\$ 9,566.88	\$ 9,805.85	\$ 10,050.88	\$ 10,302.27	\$ 10,559.82	\$ 10,823.82	\$ 11,094.42	\$ 11,371.78	\$ 11,658.07	\$ 11,947.47	\$ 12,246.16	\$ 12,552.31
X	\$ 9,844.83	\$ 10,090.95	\$ 10,343.23	\$ 10,601.81	\$ 10,866.85	\$ 11,138.52	\$ 11,416.99	\$ 11,702.41	\$ 11,994.97	\$ 12,294.84	\$ 12,602.22	\$ 12,917.27
Y	\$ 10,130.50	\$ 10,383.76	\$ 10,643.96	\$ 10,909.44	\$ 11,182.13	\$ 11,461.73	\$ 11,748.77	\$ 12,041.98	\$ 12,343.03	\$ 12,651.61	\$ 12,967.90	\$ 13,292.09
Z	\$ 10,423.69	\$ 10,684.28	\$ 10,951.38	\$ 11,225.17	\$ 11,505.80	\$ 11,793.44	\$ 12,088.28	\$ 12,390.49	\$ 12,700.25	\$ 13,017.78	\$ 13,343.20	\$ 13,676.78

Exempt Salary Scales 7/1/14
Monthly

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
A	\$ 5,201.06	\$ 5,351.09	\$ 5,484.38	\$ 5,600.97	\$ 5,741.00	\$ 5,894.32	\$ 6,031.64	\$ 6,182.45	\$ 6,336.99	\$ 6,485.41	\$ 6,657.80	\$ 6,824.74
B	\$ 5,312.23	\$ 5,486.09	\$ 5,623.19	\$ 5,769.76	\$ 5,907.86	\$ 6,055.96	\$ 6,206.94	\$ 6,362.12	\$ 6,521.17	\$ 6,684.20	\$ 6,851.31	\$ 7,022.59
C	\$ 5,506.87	\$ 5,646.60	\$ 5,787.76	\$ 5,932.45	\$ 6,080.77	\$ 6,232.78	\$ 6,388.60	\$ 6,548.32	\$ 6,712.03	\$ 6,879.83	\$ 7,051.82	\$ 7,228.12
D	\$ 5,666.61	\$ 5,808.28	\$ 5,953.49	\$ 6,102.32	\$ 6,254.88	\$ 6,411.25	\$ 6,571.54	\$ 6,735.82	\$ 6,904.12	\$ 7,076.83	\$ 7,253.75	\$ 7,435.09
E	\$ 5,832.12	\$ 5,976.95	\$ 6,124.42	\$ 6,281.63	\$ 6,438.67	\$ 6,598.64	\$ 6,764.63	\$ 6,933.75	\$ 7,107.09	\$ 7,284.77	\$ 7,466.89	\$ 7,653.56
F	\$ 6,000.72	\$ 6,150.74	\$ 6,304.50	\$ 6,462.12	\$ 6,623.67	\$ 6,788.26	\$ 6,958.99	\$ 7,132.97	\$ 7,311.29	\$ 7,494.07	\$ 7,681.43	\$ 7,873.46
G	\$ 6,177.08	\$ 6,331.51	\$ 6,489.80	\$ 6,652.04	\$ 6,818.34	\$ 6,988.80	\$ 7,163.52	\$ 7,342.61	\$ 7,525.17	\$ 7,711.33	\$ 7,901.19	\$ 8,104.87
H	\$ 6,351.25	\$ 6,510.03	\$ 6,672.79	\$ 6,839.60	\$ 7,010.59	\$ 7,185.96	\$ 7,365.51	\$ 7,549.64	\$ 7,738.39	\$ 7,931.84	\$ 8,130.14	\$ 8,333.39
I	\$ 6,538.57	\$ 6,702.03	\$ 6,869.59	\$ 7,041.32	\$ 7,217.36	\$ 7,397.79	\$ 7,582.74	\$ 7,772.31	\$ 7,966.61	\$ 8,165.78	\$ 8,369.91	\$ 8,579.17
J	\$ 6,724.79	\$ 6,893.91	\$ 7,065.23	\$ 7,241.87	\$ 7,422.91	\$ 7,608.48	\$ 7,798.70	\$ 7,993.66	\$ 8,193.51	\$ 8,398.34	\$ 8,608.30	\$ 8,823.51
K	\$ 6,921.97	\$ 7,095.02	\$ 7,272.39	\$ 7,454.20	\$ 7,640.56	\$ 7,831.57	\$ 8,027.36	\$ 8,228.04	\$ 8,433.75	\$ 8,644.59	\$ 8,860.70	\$ 9,082.22
L	\$ 7,121.13	\$ 7,298.37	\$ 7,481.85	\$ 7,668.90	\$ 7,860.62	\$ 8,057.14	\$ 8,258.58	\$ 8,465.03	\$ 8,676.65	\$ 8,893.57	\$ 9,115.91	\$ 9,343.81
M	\$ 7,329.46	\$ 7,512.70	\$ 7,700.52	\$ 7,893.03	\$ 8,090.36	\$ 8,292.82	\$ 8,499.93	\$ 8,712.43	\$ 8,930.24	\$ 9,153.50	\$ 9,382.33	\$ 9,616.89
N	\$ 7,541.98	\$ 7,730.33	\$ 7,923.79	\$ 8,121.88	\$ 8,324.93	\$ 8,533.05	\$ 8,746.38	\$ 8,965.04	\$ 9,189.17	\$ 9,418.89	\$ 9,654.37	\$ 9,895.73
O	\$ 7,759.96	\$ 7,953.96	\$ 8,152.81	\$ 8,356.63	\$ 8,565.55	\$ 8,779.69	\$ 8,998.18	\$ 9,224.16	\$ 9,454.76	\$ 9,691.13	\$ 9,933.41	\$ 10,181.75
P	\$ 7,987.81	\$ 8,187.51	\$ 8,392.20	\$ 8,602.00	\$ 8,817.05	\$ 9,037.48	\$ 9,263.41	\$ 9,495.00	\$ 9,732.37	\$ 9,975.68	\$ 10,225.08	\$ 10,480.70
Q	\$ 8,217.85	\$ 8,423.30	\$ 8,633.88	\$ 8,848.73	\$ 9,070.87	\$ 9,297.74	\$ 9,530.19	\$ 9,768.44	\$ 10,012.65	\$ 10,262.97	\$ 10,519.54	\$ 10,782.53
R	\$ 8,454.48	\$ 8,665.82	\$ 8,882.47	\$ 9,104.53	\$ 9,332.14	\$ 9,565.45	\$ 9,804.59	\$ 10,049.70	\$ 10,300.94	\$ 10,558.46	\$ 10,817.43	\$ 11,092.99
S	\$ 8,700.93	\$ 8,918.46	\$ 9,141.42	\$ 9,369.95	\$ 9,604.20	\$ 9,844.31	\$ 10,090.41	\$ 10,342.67	\$ 10,601.24	\$ 10,866.27	\$ 11,137.93	\$ 11,416.38
T	\$ 8,953.97	\$ 9,177.82	\$ 9,407.27	\$ 9,642.45	\$ 9,883.51	\$ 10,130.60	\$ 10,383.86	\$ 10,643.46	\$ 10,909.55	\$ 11,182.29	\$ 11,461.84	\$ 11,748.96
U	\$ 9,212.49	\$ 9,442.81	\$ 9,679.88	\$ 9,920.85	\$ 10,168.87	\$ 10,423.09	\$ 10,683.67	\$ 10,950.76	\$ 11,224.53	\$ 11,505.14	\$ 11,792.77	\$ 12,087.59
V	\$ 9,479.78	\$ 9,716.77	\$ 9,959.69	\$ 10,208.88	\$ 10,463.90	\$ 10,725.50	\$ 10,993.63	\$ 11,268.48	\$ 11,550.19	\$ 11,838.94	\$ 12,134.92	\$ 12,438.29
W	\$ 9,758.01	\$ 10,001.96	\$ 10,252.01	\$ 10,508.31	\$ 10,771.02	\$ 11,040.30	\$ 11,316.30	\$ 11,599.21	\$ 11,889.19	\$ 12,186.42	\$ 12,491.08	\$ 12,803.36
X	\$ 10,041.73	\$ 10,292.77	\$ 10,550.09	\$ 10,813.84	\$ 11,084.19	\$ 11,361.29	\$ 11,645.33	\$ 11,936.46	\$ 12,234.87	\$ 12,540.74	\$ 12,854.26	\$ 13,175.62
Y	\$ 10,333.11	\$ 10,591.44	\$ 10,856.22	\$ 11,127.63	\$ 11,405.82	\$ 11,690.97	\$ 11,983.24	\$ 12,282.87	\$ 12,589.89	\$ 12,904.64	\$ 13,227.25	\$ 13,557.94
Z	\$ 10,632.16	\$ 10,897.96	\$ 11,170.41	\$ 11,449.67	\$ 11,735.91	\$ 12,028.31	\$ 12,326.05	\$ 12,629.30	\$ 12,934.75	\$ 13,248.11	\$ 13,561.06	\$ 13,895.31

FALLBROOK PUD 2011/12 SALARY RANGES

Effective 7/1/11

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$ 5,380.00	\$ 6,718.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$ 3,536.00	\$ 4,417.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$ 3,902.00	\$ 4,874.00	
ADMIN ASST TO WATERMASTER	\$ 4,101.00	\$ 6,240.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$ 3,808.00	\$ 4,756.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$ 9,737.12	\$ 12,775.95	Yes
ENGINEERING & PLANNING MANAGER	\$ 8,437.00	\$ 11,070.77	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$ 4,101.00	\$ 5,120.00	
CHIEF PLANT OPERATOR	\$ 5,984.93	\$ 8,084.34	Yes
CHIEF SYSTEM OPERATOR	\$ 5,984.93	\$ 8,084.34	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$ 2,827.00	\$ 3,536.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$ 3,283.00	\$ 4,101.00	
CUSTOMER SERVICE SPECIALIST	\$ 3,715.00	\$ 4,638.00	
DROUGHT MANAGEMENT COORDINATOR	\$ 2,898.00	\$ 3,623.00	
ENGINEERING TECH I	\$ 3,902.00	\$ 5,120.00	
ENGINEERING TECH II	\$ 4,526.00	\$ 5,795.00	
ENGINEERING TECH III	\$ 4,756.00	\$ 6,087.00	
ENVIRONMENT COMPLIANCE TECH	\$ 5,249.00	\$ 6,718.00	
EQUIPMENT MECHANIC	\$ 3,715.00	\$ 4,638.00	
EQUIPMENT TECH	\$ 4,203.00	\$ 5,380.00	
FOREMAN	\$ 5,380.00	\$ 7,237.00	
GENERAL MANAGER		\$ 16,338.40	Yes
GIS SPECIALIST	\$ 4,874.00	\$ 6,087.00	
HUMAN RESOURCES ADMINISTRATOR	\$ 7,312.39	\$ 9,594.49	Yes
INFORMATION SYSTEMS TECH	\$ 4,874.00	\$ 6,087.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$ 4,526.00	\$ 6,087.00	
LABORATORY TECH I	\$ 4,526.00	\$ 5,795.00	
LABORATORY TECH II	\$ 4,874.00	\$ 6,240.00	
LEAD PLANT OPERATOR	\$ 4,756.00	\$ 6,087.00	
LEAD SYSTEM OPERATOR	\$ 4,874.00	\$ 6,240.00	
MAINTENANCE ELECTRICIAN	\$ 4,203.00	\$ 5,795.00	
OPERATIONS MANAGER	\$ 8,437.53	\$ 11,070.77	Yes
OPERATIONS TECH	\$ 4,638.00	\$ 6,087.00	
PLANT MAINTENANCE WORKER I	\$ 3,201.00	\$ 4,203.00	
PLANT MAINTENANCE WORKER II	\$ 3,449.00	\$ 4,638.00	
PLANT OPERATOR-IN-TRAINING	\$ 3,449.00	\$ 4,417.00	
PLANT OPERATOR I	\$ 3,902.00	\$ 4,997.00	
PLANT OPERATOR II	\$ 4,309.00	\$ 5,514.00	
PUBLIC AFFAIRS SPECIALIST	\$ 5,380.00	\$ 6,718.00	
SAFETY & RISK ADMINISTRATOR	\$ 5,120.00	\$ 6,718.00	
SECRETARY	\$ 5,249.00	\$ 6,554.00	
SYSTEM OPERATOR I	\$ 3,715.00	\$ 4,756.00	
SYSTEM OPERATOR II	\$ 4,309.00	\$ 5,514.00	
UTILITY TECH	\$ 4,001.00	\$ 5,514.00	
UTILITY WORKER I	\$ 3,201.00	\$ 4,203.00	
UTILITY WORKER II	\$ 3,449.00	\$ 4,638.00	
WAREHOUSE/PURCHASING SPECIALIST	\$ 3,902.00	\$ 4,874.00	
WAREHOUSE/SHOP SUPERVISOR	\$ 5,380.00	\$ 7,058.00	
WELDING TECH	\$ 4,309.00	\$ 5,514.00	

FALLBROOK PUD 2011/12 SALARY RANGES

Effective 7/1/11

REVISED 7/19/11

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$ 5,380.00	\$ 6,718.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$ 3,536.00	\$ 4,417.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$ 3,902.00	\$ 4,874.00	
ADMIN ASST TO WATERMASTER	\$ 4,101.00	\$ 6,240.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$ 3,808.00	\$ 4,756.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$ 9,737.12	\$ 12,775.95	Yes
ENGINEERING & PLANNING MANAGER	\$ 8,437.00	\$ 11,070.77	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$ 4,101.00	\$ 5,120.00	
CHIEF PLANT OPERATOR	\$ 5,984.93	\$ 8,084.34	Yes
CHIEF SYSTEM OPERATOR	\$ 5,984.93	\$ 8,084.34	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$ 2,827.00	\$ 3,536.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$ 3,283.00	\$ 4,101.00	
CUSTOMER SERVICE SPECIALIST	\$ 3,715.00	\$ 4,638.00	
DROUGHT MANAGEMENT COORDINATOR	\$ 2,898.00	\$ 3,623.00	
ENGINEERING TECH I	\$ 3,902.00	\$ 5,120.00	
ENGINEERING TECH II	\$ 4,526.00	\$ 5,795.00	
ENGINEERING TECH III	\$ 4,756.00	\$ 6,087.00	
ENVIRONMENT COMPLIANCE TECH	\$ 5,249.00	\$ 6,718.00	
EQUIPMENT MECHANIC	\$ 3,715.00	\$ 4,638.00	
EQUIPMENT TECH	\$ 4,203.00	\$ 5,380.00	
FOREMAN	\$ 5,380.00	\$ 7,237.00	
GENERAL MANAGER		\$ 16,021.20	Yes
GIS SPECIALIST	\$ 4,874.00	\$ 6,087.00	
HUMAN RESOURCES ADMINISTRATOR	\$ 7,312.39	\$ 9,594.49	Yes
INFORMATION SYSTEMS TECH	\$ 4,874.00	\$ 6,087.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$ 4,526.00	\$ 6,087.00	
LABORATORY TECH I	\$ 4,526.00	\$ 5,795.00	
LABORATORY TECH II	\$ 4,874.00	\$ 6,240.00	
LEAD PLANT OPERATOR	\$ 4,756.00	\$ 6,087.00	
LEAD SYSTEM OPERATOR	\$ 4,874.00	\$ 6,240.00	
MAINTENANCE ELECTRICIAN	\$ 4,203.00	\$ 5,795.00	
OPERATIONS MANAGER	\$ 8,437.53	\$ 11,070.77	Yes
OPERATIONS TECH	\$ 4,638.00	\$ 6,087.00	
PLANT MAINTENANCE WORKER I	\$ 3,201.00	\$ 4,203.00	
PLANT MAINTENANCE WORKER II	\$ 3,449.00	\$ 4,638.00	
PLANT OPERATOR-IN-TRAINING	\$ 3,449.00	\$ 4,417.00	
PLANT OPERATOR I	\$ 3,902.00	\$ 4,997.00	
PLANT OPERATOR II	\$ 4,309.00	\$ 5,514.00	
PUBLIC AFFAIRS SPECIALIST	\$ 5,380.00	\$ 6,718.00	
SAFETY & RISK ADMINISTRATOR	\$ 5,120.00	\$ 6,718.00	
SECRETARY	\$ 5,249.00	\$ 6,554.00	
SYSTEM OPERATOR I	\$ 3,715.00	\$ 4,756.00	
SYSTEM OPERATOR II	\$ 4,309.00	\$ 5,514.00	
UTILITY TECH	\$ 4,001.00	\$ 5,514.00	
UTILITY WORKER I	\$ 3,201.00	\$ 4,203.00	
UTILITY WORKER II	\$ 3,449.00	\$ 4,638.00	
WAREHOUSE/PURCHASING SPECIALIST	\$ 3,902.00	\$ 4,874.00	
WAREHOUSE/SHOP SUPERVISOR	\$ 5,380.00	\$ 7,058.00	
WELDING TECH	\$ 4,309.00	\$ 5,514.00	

FALLBROOK PUD 2012/13 SALARY RANGES

Effective 7/1/12

Revised 1 28 13

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$5,488.00	\$6,854.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$3,607.00	\$4,505.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$3,980.00	\$4,971.00	
ADMIN ASST TO WATERMASTER	\$4,183.00	\$6,365.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$3,884.00	\$4,852.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$9,931.86	\$13,031.46	Yes
ASSISTANT GENERAL MANAGER	\$8,606.28	\$11,292.19	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$4,183.00	\$5,354.00	
CHIEF PLANT OPERATOR	\$6,104.63	\$8,246.03	Yes
CHIEF SYSTEM OPERATOR	\$6,104.63	\$8,246.03	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$2,884.00	\$3,607.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$3,349.00	\$4,183.00	
CUSTOMER SERVICE SPECIALIST	\$3,789.00	\$4,732.00	
DROUGHT MANAGEMENT COORDINATOR	\$2,955.00	\$3,695.00	
ENGINEERING TECH I	\$3,980.00	\$5,223.00	
ENGINEERING TECH II	\$4,616.00	\$5,911.00	
ENGINEERING TECH III	\$4,852.00	\$6,209.00	
ENVIRONMENT COMPLIANCE TECH	\$5,354.00	\$6,854.00	
EQUIPMENT MECHANIC	\$3,789.00	\$4,732.00	
EQUIPMENT TECH	\$4,288.00	\$5,488.00	
FOREMAN	\$5,488.00	\$7,382.00	
GENERAL MANAGER		\$17,416.53	Yes
GIS SPECIALIST	\$4,971.00	\$6,209.00	
HUMAN RESOURCES ADMINISTRATOR	\$7,458.64	\$9,786.38	Yes
INFORMATION SYSTEMS TECH	\$4,971.00	\$6,209.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$4,616.00	\$6,209.00	
LABORATORY TECH I	\$4,616.00	\$5,911.00	
LABORATORY TECH II	\$6,209.00	\$6,365.00	
LEAD PLANT OPERATOR	\$4,852.00	\$6,209.00	
LEAD SYSTEM OPERATOR	\$4,971.00	\$6,365.00	
MAINTENANCE ELECTRICIAN	\$4,288.00	\$5,911.00	
OPERATIONS MANAGER	\$8,821.44	\$11,292.19	Yes
OPERATIONS TECH	\$4,971.00	\$6,209.00	
PLANT MAINTENANCE WORKER I	\$3,266.00	\$4,288.00	
PLANT MAINTENANCE WORKER II	\$3,519.00	\$4,732.00	
PLANT OPERATOR-IN-TRAINING	\$3,519.00	\$4,505.00	
PLANT OPERATOR I	\$3,980.00	\$5,098.00	
PLANT OPERATOR II	\$4,396.00	\$5,625.00	
PUBLIC AFFAIRS SPECIALIST	\$5,488.00	\$6,854.00	
SAFETY & RISK ADMINISTRATOR	\$5,223.00	\$6,854.00	
SECRETARY	\$5,354.00	\$6,685.00	
SYSTEM OPERATOR I	\$3,789.00	\$4,852.00	
SYSTEM OPERATOR II	\$4,396.00	\$5,625.00	
UTILITY TECH	\$4,080.00	\$5,625.00	
UTILITY WORKER I	\$3,266.00	\$4,288.00	
UTILITY WORKER II	\$3,519.00	\$4,732.00	
WAREHOUSE/PURCHASING SPECIALIST	\$3,980.00	\$4,971.00	
WAREHOUSE/SHOP SUPERVISOR	\$5,488.00	\$7,199.00	
WELDING TECH	\$4,396.00	\$5,625.00	

FALLBROOK PUD 2012/13 SALARY RANGES

Effective 7/1/12

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$5,488.00	\$6,854.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$3,607.00	\$4,505.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$3,980.00	\$4,971.00	
ADMIN ASST TO WATERMASTER	\$4,183.00	\$6,365.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$3,884.00	\$4,852.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$9,931.86	\$13,031.46	Yes
ENGINEERING & PLANNING MANAGER	\$8,606.28	\$11,292.19	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$4,183.00	\$5,354.00	
CHIEF PLANT OPERATOR	\$6,104.63	\$8,246.03	Yes
CHIEF SYSTEM OPERATOR	\$6,104.63	\$8,246.03	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$2,884.00	\$3,607.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$3,349.00	\$4,183.00	
CUSTOMER SERVICE SPECIALIST	\$3,789.00	\$4,732.00	
DROUGHT MANAGEMENT COORDINATOR	\$2,955.00	\$3,695.00	
ENGINEERING TECH I	\$3,980.00	\$5,223.00	
ENGINEERING TECH II	\$4,616.00	\$5,911.00	
ENGINEERING TECH III	\$4,852.00	\$6,209.00	
ENVIRONMENT COMPLIANCE TECH	\$5,354.00	\$6,854.00	
EQUIPMENT MECHANIC	\$3,789.00	\$4,732.00	
EQUIPMENT TECH	\$4,288.00	\$5,488.00	
FOREMAN	\$5,488.00	\$7,382.00	
GENERAL MANAGER		\$17,416.53	Yes
GIS SPECIALIST	\$4,971.00	\$6,209.00	
HUMAN RESOURCES ADMINISTRATOR	\$7,458.64	\$9,786.38	Yes
INFORMATION SYSTEMS TECH	\$4,971.00	\$6,209.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$4,616.00	\$6,209.00	
LABORATORY TECH I	\$4,616.00	\$5,911.00	
LABORATORY TECH II	\$6,209.00	\$6,365.00	
LEAD PLANT OPERATOR	\$4,852.00	\$6,209.00	
LEAD SYSTEM OPERATOR	\$4,971.00	\$6,365.00	
MAINTENANCE ELECTRICIAN	\$4,288.00	\$5,911.00	
OPERATIONS MANAGER	\$8,821.44	\$11,292.19	Yes
OPERATIONS TECH	\$4,971.00	\$6,209.00	
PLANT MAINTENANCE WORKER I	\$3,266.00	\$4,288.00	
PLANT MAINTENANCE WORKER II	\$3,519.00	\$4,732.00	
PLANT OPERATOR-IN-TRAINING	\$3,519.00	\$4,505.00	
PLANT OPERATOR I	\$3,980.00	\$5,098.00	
PLANT OPERATOR II	\$4,396.00	\$5,625.00	
PUBLIC AFFAIRS SPECIALIST	\$5,488.00	\$6,854.00	
SAFETY & RISK ADMINISTRATOR	\$5,223.00	\$6,854.00	
SECRETARY	\$5,354.00	\$6,685.00	
SYSTEM OPERATOR I	\$3,789.00	\$4,852.00	
SYSTEM OPERATOR II	\$4,396.00	\$5,625.00	
UTILITY TECH	\$4,080.00	\$5,625.00	
UTILITY WORKER I	\$3,266.00	\$4,288.00	
UTILITY WORKER II	\$3,519.00	\$4,732.00	
WAREHOUSE/PURCHASING SPECIALIST	\$3,980.00	\$4,971.00	
WAREHOUSE/SHOP SUPERVISOR	\$5,488.00	\$7,199.00	
WELDING TECH	\$4,396.00	\$5,625.00	

FALLBROOK PUD 2012/13 SALARY RANGES

Effective 7/1/12

Revised 5 29 13

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$5,488.00	\$6,854.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$3,607.00	\$4,505.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$3,980.00	\$4,971.00	
ADMIN ASST TO WATERMASTER	\$4,183.00	\$6,365.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$3,884.00	\$4,852.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$9,931.86	\$13,031.46	Yes
ASSISTANT GENERAL MANAGER	\$9,931.86	\$13,031.46	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$4,183.00	\$5,354.00	
CHIEF PLANT OPERATOR	\$6,104.63	\$8,246.03	Yes
CHIEF SYSTEM OPERATOR	\$6,104.63	\$8,246.03	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$2,884.00	\$3,607.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$3,349.00	\$4,183.00	
CUSTOMER SERVICE SPECIALIST	\$3,789.00	\$4,732.00	
DROUGHT MANAGEMENT COORDINATOR	\$2,955.00	\$3,695.00	
ENGINEERING TECH I	\$3,980.00	\$5,223.00	
ENGINEERING TECH II	\$4,616.00	\$5,911.00	
ENGINEERING TECH III	\$4,852.00	\$6,209.00	
ENVIRONMENT COMPLIANCE TECH	\$5,354.00	\$6,854.00	
EQUIPMENT MECHANIC	\$3,789.00	\$4,732.00	
EQUIPMENT TECH	\$4,288.00	\$5,488.00	
FOREMAN	\$5,488.00	\$7,382.00	
GENERAL MANAGER		\$17,416.53	Yes
GIS SPECIALIST	\$4,971.00	\$6,209.00	
HUMAN RESOURCES ADMINISTRATOR	\$7,458.64	\$9,786.38	Yes
INFORMATION SYSTEMS TECH	\$4,971.00	\$6,209.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$4,616.00	\$6,209.00	
LABORATORY TECH I	\$4,616.00	\$5,911.00	
LABORATORY TECH II	\$6,209.00	\$6,365.00	
LEAD PLANT OPERATOR	\$4,852.00	\$6,209.00	
LEAD SYSTEM OPERATOR	\$4,971.00	\$6,365.00	
MAINTENANCE ELECTRICIAN	\$4,288.00	\$5,911.00	
OPERATIONS MANAGER	\$8,821.44	\$11,292.19	Yes
OPERATIONS TECH	\$4,971.00	\$6,209.00	
PLANT MAINTENANCE WORKER I	\$3,266.00	\$4,288.00	
PLANT MAINTENANCE WORKER II	\$3,519.00	\$4,732.00	
PLANT OPERATOR-IN-TRAINING	\$3,519.00	\$4,505.00	
PLANT OPERATOR I	\$3,980.00	\$5,098.00	
PLANT OPERATOR II	\$4,396.00	\$5,625.00	
PUBLIC AFFAIRS SPECIALIST	\$5,488.00	\$6,854.00	
SAFETY & RISK ADMINISTRATOR	\$5,223.00	\$6,854.00	
SECRETARY	\$5,354.00	\$6,685.00	
SYSTEM OPERATOR I	\$3,789.00	\$4,852.00	
SYSTEM OPERATOR II	\$4,396.00	\$5,625.00	
UTILITY TECH	\$4,080.00	\$5,625.00	
UTILITY WORKER I	\$3,266.00	\$4,288.00	
UTILITY WORKER II	\$3,519.00	\$4,732.00	
WAREHOUSE/PURCHASING SPECIALIST	\$3,980.00	\$4,971.00	
WAREHOUSE/SHOP SUPERVISOR	\$5,488.00	\$7,199.00	
WELDING TECH	\$4,396.00	\$5,625.00	

FALLBROOK PUD 2013/14 SALARY RANGES

Effective 7/1/13 Revised 10/25/13

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$ 5,597.00	\$ 6,991.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$ 3,680.00	\$ 4,595.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$ 4,059.00	\$ 5,070.00	
ADMIN ASST TO WATERMASTER	\$ 4,266.00	\$ 6,491.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$ 3,962.00	\$ 4,949.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$ 10,130.50	\$ 13,292.09	Yes
ASSISTANT GENERAL MANAGER	\$ 10,130.50	\$ 13,292.09	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$ 4,266.00	\$ 5,462.00	
CHIEF PLANT OPERATOR	\$ 6,226.72	\$ 8,410.95	Yes
CHIEF SYSTEM OPERATOR	\$ 6,226.72	\$ 8,410.95	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$ 2,941.00	\$ 3,680.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$ 3,416.00	\$ 4,266.00	
CUSTOMER SERVICE SPECIALIST	\$ 3,865.00	\$ 4,827.00	
DROUGHT MANAGEMENT COORDINATOR	\$ 3,014.00	\$ 3,770.00	
ENGINEERING TECH I	\$ 4,059.00	\$ 5,327.00	
ENGINEERING TECH II	\$ 4,708.00	\$ 6,029.00	
ENGINEERING TECH III	\$ 4,949.00	\$ 6,334.00	
ENVIRONMENT COMPLIANCE TECH	\$ 5,462.00	\$ 6,991.00	
EQUIPMENT MECHANIC	\$ 3,865.00	\$ 4,827.00	
EQUIPMENT TECH	\$ 4,373.00	\$ 5,597.00	
FOREMAN	\$ 5,597.00	\$ 7,530.00	
GENERAL MANAGER		\$ 18,785.00	Yes
GIS SPECIALIST	\$ 5,070.00	\$ 6,334.00	
HUMAN RESOURCES ADMINISTRATOR	\$ 7,607.81	\$ 9,982.10	Yes
INFORMATION SYSTEMS TECH	\$ 5,070.00	\$ 6,334.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$ 4,708.00	\$ 6,334.00	
LABORATORY TECH I	\$ 4,708.00	\$ 6,029.00	
LABORATORY TECH II	\$ 5,070.00	\$ 6,491.00	
LEAD PLANT OPERATOR	\$ 4,949.00	\$ 6,334.00	
LEAD SYSTEM OPERATOR	\$ 5,070.00	\$ 6,491.00	
MAINTENANCE ELECTRICIAN	\$ 4,373.00	\$ 6,029.00	
OPERATIONS MANAGER	\$ 8,778.41	\$ 11,518.03	Yes
OPERATIONS TECH	\$ 4,827.00	\$ 6,334.00	
PLANT MAINTENANCE WORKER I	\$ 3,331.00	\$ 4,373.00	
PLANT MAINTENANCE WORKER II	\$ 3,590.00	\$ 4,827.00	
PLANT OPERATOR-IN-TRAINING	\$ 3,590.00	\$ 4,595.00	
PLANT OPERATOR I	\$ 4,059.00	\$ 5,200.00	
PLANT OPERATOR II	\$ 4,484.00	\$ 5,737.00	
PUBLIC AFFAIRS SPECIALIST	\$ 5,597.00	\$ 6,991.00	
SAFETY & RISK ADMINISTRATOR	\$ 5,327.00	\$ 6,991.00	
SECRETARY	\$ 5,462.00	\$ 6,819.00	
SYSTEM OPERATOR I	\$ 3,865.00	\$ 4,949.00	
SYSTEM OPERATOR II	\$ 4,484.00	\$ 5,737.00	
UTILITY TECH	\$ 4,162.00	\$ 5,737.00	
UTILITY WORKER I	\$ 3,331.00	\$ 4,373.00	
UTILITY WORKER II	\$ 3,590.00	\$ 4,827.00	
WAREHOUSE/PURCHASING SPECIALIST	\$ 4,059.00	\$ 5,070.00	
WELDING TECHNICIAN	\$ 4,484.00	\$ 5,737.00	

FALLBROOK PUD 2013/14 SALARY RANGES

Effective 7/1/13 Revised 12 9 13

CLASSIFICATION	MIN. PER MO.	MAX. PER MO.	EXEMPT
ACCOUNTANT	\$ 5,597.00	\$ 6,991.00	
ACCOUNTING/CUSTOMER SERVICES ASST I	\$ 3,680.00	\$ 4,595.00	
ACCOUNTING/CUSTOMER SERVICES ASST II	\$ 4,059.00	\$ 5,070.00	
ADMIN ASST TO WATERMASTER	\$ 4,266.00	\$ 6,491.00	
ADMINISTRATIVE OFFICE SPECIALIST	\$ 3,962.00	\$ 4,949.00	
ADMINISTRATIVE SERVICES MANAGER/TREASURER	\$ 10,130.50	\$ 13,292.09	Yes
ASSISTANT GENERAL MANAGER	\$ 10,130.50	\$ 13,292.09	Yes
BACKFLOW/CROSS-CONNECTION TECH	\$ 4,266.00	\$ 5,462.00	
CHIEF PLANT OPERATOR	\$ 6,226.72	\$ 8,410.95	Yes
CHIEF SYSTEM OPERATOR	\$ 6,226.72	\$ 8,410.95	Yes
CUSTOMER SERVICE REPRESENTATIVE I	\$ 2,941.00	\$ 3,680.00	
CUSTOMER SERVICE REPRESENTATIVE II	\$ 3,416.00	\$ 4,266.00	
CUSTOMER SERVICE SPECIALIST	\$ 3,865.00	\$ 4,827.00	
DROUGHT MANAGEMENT COORDINATOR	\$ 3,014.00	\$ 3,770.00	
ENGINEERING TECH I	\$ 4,059.00	\$ 5,327.00	
ENGINEERING TECH II	\$ 4,708.00	\$ 6,029.00	
ENGINEERING TECH III	\$ 4,949.00	\$ 6,334.00	
ENVIRONMENT COMPLIANCE TECH	\$ 5,462.00	\$ 6,991.00	
EQUIPMENT MECHANIC	\$ 3,865.00	\$ 4,827.00	
EQUIPMENT TECH	\$ 4,373.00	\$ 5,597.00	
FOREMAN	\$ 5,597.00	\$ 7,530.00	
GENERAL MANAGER		\$ 18,785.00	Yes
GIS SPECIALIST	\$ 5,070.00	\$ 6,334.00	
HUMAN RESOURCES ADMINISTRATOR	\$ 7,607.81	\$ 9,982.10	Yes
INFORMATION SYSTEMS TECH	\$ 5,070.00	\$ 6,334.00	
INSTRUMENTATION & CONTROL SPECIALIST	\$ 4,708.00	\$ 6,334.00	
LABORATORY TECH I	\$ 4,708.00	\$ 6,029.00	
LABORATORY TECH II	\$ 5,070.00	\$ 6,491.00	
LEAD PLANT OPERATOR	\$ 4,949.00	\$ 6,334.00	
LEAD SYSTEM OPERATOR	\$ 5,070.00	\$ 6,491.00	
MAINTENANCE ELECTRICIAN	\$ 4,373.00	\$ 6,029.00	
OPERATIONS MANAGER	\$ 8,778.41	\$ 11,518.03	Yes
OPERATIONS TECH	\$ 4,827.00	\$ 6,334.00	
PLANT MAINTENANCE WORKER I	\$ 3,331.00	\$ 4,373.00	
PLANT MAINTENANCE WORKER II	\$ 3,590.00	\$ 4,827.00	
PLANT OPERATOR-IN-TRAINING	\$ 3,590.00	\$ 4,595.00	
PLANT OPERATOR I	\$ 4,059.00	\$ 5,200.00	
PLANT OPERATOR II	\$ 4,484.00	\$ 5,737.00	
PUBLIC AFFAIRS SPECIALIST	\$ 5,597.00	\$ 6,991.00	
SAFETY & RISK ADMINISTRATOR	\$ 5,327.00	\$ 6,991.00	
SECRETARY	\$ 5,462.00	\$ 6,819.00	
SYSTEM OPERATOR I	\$ 3,865.00	\$ 4,949.00	
SYSTEM OPERATOR II	\$ 4,484.00	\$ 5,737.00	
UTILITY TECH	\$ 4,162.00	\$ 5,737.00	
UTILITY WORKER I	\$ 3,331.00	\$ 4,373.00	
UTILITY WORKER II	\$ 3,590.00	\$ 4,827.00	
WAREHOUSE/PURCHASING SPECIALIST	\$ 4,059.00	\$ 5,070.00	

Exhibit C

RESOLUTION NO. 4771

A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE FALLBROOK PUBLIC UTILITY DISTRICT REVISING AND FIXING
THE ANNUAL COMPENSATION OF THE GENERAL MANAGER

* * * * *

WHEREAS, the annual review / performance evaluation for the General Manager was due July 19, 2012; and,

WHEREAS, the Board of Directors of the Fallbrook Public Utility District evaluated the General Manager's performance and made the following determination:

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Agreement dated July 19, 2011, between Fallbrook Public Utility District (hereinafter referred to as "District") and Brian J. Brady, General Manager (hereinafter referred to as "General Manager"), is amended as follows:

- a. The base annual salary is adjusted to \$209,000, retroactive to July 1, 2012.
- b. A bonus of \$10,000 for the evaluation period.

HR: \$100.48
BIOK: \$8038.40
Mo: \$7,416.53

PASSED AND ADOPTED by the Board of Directors of the Fallbrook Public Utility District at a regular meeting of the Board held on the 10th day of December, 2012, by the following vote:

AYES:	Davies, Gebhart, Hayden, McDougal
NOES:	McPhee
ABSTAIN:	None
ABSENT:	None



President, Board of Directors

ATTEST:



Secretary, Board of Directors

To P/R 12-11-12

RESOLUTION NO. 4802

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE FALLBROOK PUBLIC UTILITY DISTRICT REVISING AND FIXING
THE ANNUAL COMPENSATION OF THE GENERAL MANAGER**

* * * * *

WHEREAS, the annual review / performance evaluation for the General Manager was due July 19, 2013; and,

WHEREAS, the Board of Directors of the Fallbrook Public Utility District evaluated the General Manager's performance and made the following determination:


NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Agreement dated July 19, 2011, between the Fallbrook Public Utility District (hereinafter referred to as "District") and Brian J. Brady, General Manager (hereinafter referred to as "General Manager"), is amended as follows:

- a. The base annual salary is adjusted from \$209,000 to \$221,000 retroactive to July 1, 2013.
- b. The general manager to receive a COLA to his base salary equal to the COLA given to all other FPUUD employees each July 1st; 2 percent effective retroactively to July 1, 2013.
- c. The base annual salary including the 2 percent COLA (a. and b. above) is effective retroactively to July 1, 2013, totaling \$225,420.
- d. The base annual salary shall be reviewed upon a change of management status relative to managing Rainbow Municipal Water District and/or the joint powers authority.

PASSED AND ADOPTED by the Board of Directors of the Fallbrook Public Utility District at a regular meeting of the Board held on the 21st day of October, 2013, by the following vote:

AYES:	Davies, Gebhart, Hayden, McDougal
NOES:	McPhee
ABSTAIN:	None
ABSENT:	None



President, Board of Directors

ATTEST:



Secretary, Board of Directors

Exhibit D

11.27 USE OF DISTRICT VEHICLES

Certain District vehicles are made available for use by designated employees during working hours and in some instances during off-duty hours to accomplish the mission of the District. Certain District employees receive a vehicle allowance rather than use a District vehicle.

The following rules shall apply to the use of District vehicles:

1. Certain District vehicles may be assigned to designated non-management employees on a 24-hour per day basis for emergency purposes. Such personnel are determined by the General Manager and are authorized to use the vehicles assigned to them day or night to be able to respond to District business requirements.
2. Certain District vehicles may be assigned to designated management employees on a 24-hour basis as part of their negotiated benefits with the District. In return, these individuals are required to respond to emergencies as necessary to carry out their job responsibilities.
3. Certain District vehicles may be assigned to designated employees during working hours to be able to carry out their assigned duties. Such personnel are determined by the General Manager and are authorized to use the vehicles assigned to them during working hours.
4. The Administrative Services Manager/Treasurer shall be provided a vehicle allowance in an amount to be approved by the Board as part of their compensation package. The Administrative Services Manager/Treasurer shall be required to maintain automobile insurance at least at the minimum levels required by state law. These employees shall use their personal vehicles to conduct District business within San Diego and Riverside Counties and may only use District vehicles for business trips out of San Diego and Riverside Counties, or in unusual circumstances (i.e., 4-wheel drive necessary).

When using their personal vehicles, all operating expenses are to be borne by the Administrative Services Manager/Treasurer, except they may receive reimbursement for mileage at established rates for portions of any trips that are taken on District business outside San Diego and Riverside Counties. However, such reimbursement shall not exceed the cost of round trip coach airfare from San Diego to the ultimate destination.

5. Effective July 1, 2011, the Engineering and Planning Manager (reclassified to Assistant General Manager on January 28, 2013) and Operations Manager will have the option to either be assigned a District vehicle or be paid \$604.17 per month as a vehicle allowance. Each of these incumbents currently has the use of a District vehicle. The choice to switch to a vehicle allowance is up to the incumbent in those positions. However, if either of the incumbents chooses to switch to a vehicle allowance, the change is not reversible (i.e. they cannot switch back to a District vehicle at a later date). If the Engineering and Planning Manager (reclassified to Assistant General Manager on January 28, 2013) and Operations Manager choose a vehicle allowance, the same provisions of number 4 above shall apply regarding using a personal vehicle for District business.
6. The General Manager shall develop Guidelines governing the implementation of this policy. The Guidelines are filed in Appendix C.

7. **Taxation of District Vehicle Use:** Per Internal Revenue Service (IRS) Publication 15B, all employees who are provided a District vehicle for commuting to and from work are required to pay taxes on the IRS value placed on that commute. There are two conditions that District employees fall under.

Working Condition Benefit: The condition applies to employees who are required to use District standby vehicles to travel to and from work (standby personnel). This vehicle must be clearly marked as a District vehicle **and** be equipped with at least one of the following: hydraulic lift gates, permanent tanks or drums, permanent side boards or panels that materially raise the level of the sides of the bed and truck or other heavy equipment such as an electric generator, welder, boom or crane. The use of these District vehicles by standby personnel is not taxable. Taxability will be based on the employee on standby as indicated on timesheets.

- a) **Employee commutes in a District provided vehicle that does not meet the Working Condition Benefit:** Under this rule, the value of a vehicle provided to an employee for commuting is \$1.50 one-way, \$3.00 round trip. If more than one employee commutes in the vehicle this value applies to each employee. The amount is considered a wage and the employee will be required to pay payroll taxes on the \$3.00 per day. The employee will not be required to reimburse the District the \$3.00. Taxability will be based on working days for those employees who are provided a District vehicle.
- b) **Auto allowances are a fully taxable fringe benefit for those who are given an auto allowance.** The full amount received as a benefit is added to payroll as a taxable wage.

Section 11.27
Board Approved Revision Date 10/04 5/06 11/07 12/09 7/11 1/12 1/13

Exhibit E

RESOLUTION NO. 4776

A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE FALLBROOK PUBLIC UTILITY DISTRICT
AMENDING THE ADMINISTRATIVE CODE - ARTICLE 11,
PERSONNEL REGULATIONS AND ARTICLES 1 THROUGH 33

* * * * *

WHEREAS, revisions are recommended to Article 11, Personnel Regulations and Articles 1 through 33 of the Administrative Code to change "Engineering and Planning Manager" to "Assistant General Manager" and to change the District's organizational structure to indicate that the Wastewater Treatment Plant personnel report to the Assistant General Manager instead of the Operations Manager.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Section 11.3, Section 11.5, Appendix A, Appendix B, Appendix B-Organization Chart, and Appendix C (FPUDEA MOU, FPMEA MOU, Agreements, and Use of District Vehicles) shall be amended, where applicable, to change "Engineering and Planning Manager" to "Assistant General Manager"; change the reporting structure for the Wastewater Treatment Plant personnel; and, update the General Manager's salary.
2. Section 11.30 shall add the Revision Date.
3. The remaining provisions of Article 11 are unaffected and reconfirmed hereby.
4. Articles 1 through 33 shall be amended, where applicable, to change "Engineering and Planning Manager" to "Assistant General Manager."

PASSED AND ADOPTED by the Board of Directors of the Fallbrook Public Utility District at a regular meeting of the Board held on the 28th day of January, 2013, by the following vote:

AYES:	Davies, Gebhart, Hayden, McDougal
NOES:	None
ABSTAIN:	McPhee
ABSENT:	None



President, Board of Directors

ATTEST:



Secretary, Board of Directors

M E M O

TO: Board of Directors
FROM: Casey Walters, Human Resources Administrator *kw*
Mary Lou Boultinghouse, Secretary *mb*
DATE: January 28, 2013
SUBJECT: Amendment to Administrative Code—Article 11, Personnel Regulations
and Affected Portions of Administrative Code—Articles 1 through 33
Resolution No. 4776

Purpose

To update Article 11, Personnel Regulations of the Administrative Code with the proposed changes, which are attached; update portions of Articles 1 through 33 of the Administrative Code to change the job title *Engineering and Planning Manager* to *Assistant General Manager* where affected.

Summary

The General Manager has determined that the Engineering and Planning Manager/Assistant Treasurer position be designated as the "Assistant General Manager" and the personnel at the Wastewater Treatment Plant should report to him.

The attached reorganization documents reflect the aforementioned title change, responsibilities of, and reporting structure changes to the Assistant General Manager, Operations Manager, and Chief Plant Operator. Revisions were made to the General Manager's salary to reflect the Board's decision in December 2012.

The title change from Engineering and Planning Manager to Assistant General Manager will affect portions of Sections 1 through 33 of the Administrative Code. Those portions will require an update with the title change upon approval of the proposed changes to Article 11.

Recommended Action

Staff recommends amending Administrative Code—Article 11, Personnel Regulations with the proposed changes and also amending the affected portions of Articles 1 through 33 of the Administrative Code to change the job title Engineering and Planning Manager to Assistant General Manager; and, adopt Resolution No. 4776.

ENGINEERING AND PLANNING ASSISTANT GENERAL MANAGER /ASSISTANT TREASURER

Definition

Under general direction of the General Manager, serves as an executive level manager to plan and schedule, the water and wastewater utility engineering processes and public services; to manage and participate in the gathering and compiling of data and professional engineering work in the areas of planning, survey, design, construction management, construction contract administration, cost estimates, specifications, maps, reports, potable, recycled and waste water, corrosion control and water quality system structures and facilities depending on assignment; **to manage the wastewater treatment plant and water reclamation process**; and to perform related work as required.

Class Characteristics

This one-position class serves the General Manager as the **Assistant General Manager**, District engineer, ~~and as the manager of the engineering department,~~ **and the manager of the wastewater treatment plant and water reclamation process**. Positions in this class are assigned complex engineering projects involving responsibility for the timely completion and sound financial management of such projects, involving the supervision of other engineering personnel and coordination with personnel throughout the District as well as outside consultant contracts. The incumbent may review the Treasurer's Warrant and sign disbursement checks. The incumbent acts with a high degree of independence of action in the assigned area of responsibility. Direction received consists of the assignment of the responsibility to attain objectives according to guidelines. Incumbent is expected to develop methods and procedures and to solve problems encountered. Except where a deviation in policy is involved, most work is not reviewed directly by the General Manager and when work is reviewed, the review is directed toward final outcomes and results. Positions in this class exercise full first-level supervision over other employees, making assignments, setting priorities, training and reviewing the work of subordinates. Incumbents are responsible to prepare performance evaluations, to recommend employment selection and to effectively recommend disciplinary actions.

Examples of Duties

Serves as acting General Manager, in the General Manager's absence¹; advises and consults with the General Manager on policy-level and technical aspects of assigned programs¹; manages, plans, develops, organizes, and schedules engineering projects and processes¹; schedules, monitors and implements engineering programs and services¹; manages, plans, develops, organizes, and schedules wastewater treatment/water reclamation projects and processes¹; schedules, monitors and implements engineering programs and services¹; conducts research and prepares reports on long-range projects for the operation of potable, recycled and waste water supply, transmission facilities and potable, recycled and wastewater water processes and facilities¹; assists with operational problems and develops improvements for water, wastewater and recycled water facilities¹; provides guidance on operation of water, wastewater and recycled water treatment and distribution facilities¹; supervises, trains and evaluates the performance of subprofessional personnel¹; recommends selection, promotion and discipline of personnel²; counsels employees²;

¹-The performance of this function is the reason the job exists.

²-There are limited employees among whom the performance of this function can be distributed.

establishes standards of performance¹; prepares work schedules and work assignments¹; checks and corrects work in progress and upon completion¹; oversees GIS function, ordering excavation permits, compaction tests and engineering supplies, water and sewer line designs, specifications, cost estimates, legal descriptions and related documents³; calculates and monitors project costs³; manages the preparation and maintenance of maps, drawings, engineering records and files¹; delegates the calculation of elevations and agricultural water use credits²; approves legal descriptions³; writes construction orders and purchase requisitions²; provides engineering information to and serves as District engineering liaison with contractors, engineers, developers and members of the public and engineering officials of other governmental jurisdictions, including the Regional Water Quality Control Board¹; performs inspections of construction projects³; may prepare grant applications for State and Federal funding²; prepares Requests for Proposals for consultants and administers consultants' work on projects²; prepares contract documents for competitive bidding, publishes required notices, and opens bids on behalf of the Board¹; maintains water use history files²; coordinates the compilation of data for audit and Board of Director reports; resolves technical opinion conflicts of engineering personnel²; explains policies, procedures and objectives of the unit to staff by written directive and by oral communications²; instructs assigned staff in work methods¹; performs the more difficult work of the unit¹; keeps abreast of new technological developments through contact with engineering/**wastewater treatment/water reclamation** periodicals, vendors and suppliers²; composes correspondence requiring use of judgment based upon a thorough knowledge of the functions and procedures¹; establishes and supervises the maintenance of engineering, **wastewater treatment and water reclamation** files and records¹; operates vehicles²; use computer, ancillary equipment and software to maintain data bases and separate reports²; and performs related work as required.

Qualifications

Knowledge of:

Advanced principles of public administration;

Advanced principles, practices and methods of civil engineering particularly as applied to the planning, design, construction, operation and water quality of potable, recycled and wastewater systems projects or field operations involved in the maintenance of multiple water system facilities;

Advanced principles, practices, equipment, materials and standards involved in the mechanical, electrical and electronic repair of wastewater treatment/water reclamation monitoring and construction and maintenance of wastewater treatment/water reclamation equipment and processes;

Design principles, strengths of materials and stress analysis required in designing potable, recycled and waste water supply, storage, treatment, transmission and distribution systems;

Principles and practices of management, public administration, organization, supervision, training and public relations;

Applicable laws and codes;

Advanced methods of report writing, correspondence, English grammar, word usage, and presentation;

District engineering policies, procedures, records and facilities;

Project scheduling and financial management techniques;

Appropriate safety precautions and procedures;

¹-The performance of this function is the reason the job exists.

²-There are limited employees among whom the performance of this function can be distributed.

Principles and practices of land survey;
Advanced mathematics including algebra, geometry and trigonometry;
Geographic Information Systems (GIS);
The operation of computer and applicable software.

Ability to:

Act as General Manager in the General Manager' absence;

Prepare, analyze, evaluate, organize and direct highly complex engineering plans, schedules, budgets, reports, specifications and cost estimates;

Schedule and program work on a long-and short-term basis;

Make accurate engineering computations and drawings;

Maintain complete, accurate engineering records and files;

Use drafting instruments with skill, including computer aided drafting (AutoCAD);

Interpret field surveys;

Plan and manage, through subordinates, the design and construction of engineering projects in their professional field;

Devise and operate effective internal control procedures;

Analyze a variety of complex technical and administrative problems and make sound policy and procedural recommendations;

Interpret information and make sound decisions in accordance with laws, regulations and policies;

Conduct technical engineering research work, make detailed analyses and write comprehensive reports;

Check and approve engineering designs;

Establish comprehensive record keeping systems;

Administer contract services;

Plan, organize, assign, schedule, supervise, train, monitor and evaluate the work of engineering staff;

Manage the programs, services and staff of the wastewater treatment and water reclamation construction, operation and maintenance activities effectively and efficiently;

Exercise tact and represent the District effectively in contracts with agencies, private firms, contractors and the public and other governmental jurisdictions, including the Regional Water Quality Control Board;

Use computer, peripheral equipment and applicable software with skill;

Operate a vehicle observing legal and defensive driving practices;

Understand and carry out oral and written instructions;

Establish and maintain effective relationships with those contacted in the course of work.

Licenses and Certifications

Possession of a valid appropriate California driver's license;

Possession of a valid certificate of registration as a Civil Engineer issued by the California State Board for Civil and Professional Engineers.

Training and Experience

Any combination of training, education and experience which demonstrates possession of the knowledge and abilities stated above and the ability to perform the duties of the position. A typical qualifying entrance background is responsible **upper management**-level experience in **public administration**, engineering work involving civil engineering projects with emphasis on water or sewer pipeline design **and advanced knowledge of wastewater treatment and water reclamation;**

and

Completion of college-level coursework leading to a bachelor's degree in civil engineering, or a closely related field, preferably supplemented by graduate-level courses in public administration and water resources management. **A Master's Degree in Public Administration or Business Administration is highly desirable.**

Physical Demands

- Walking: Moves about on foot often through uneven terrain.
- Carrying: Transports objects by holding them in hands or arms.
- Hands/Arms: Operates vehicle, computer, calculator and engineering equipment.
- Handling: Seizes, holds or works with hands
- Reaching: Extends hand and arms in any direction.
- Lifting: Raises or lowers map books.
- Climbing: In and out of trenches; ascends and descends ladders up to 50 feet in height; ascends and descends slope of dam up to 100 feet.
- Vision: Reads written and video messages, specifically work tickets, legal descriptions, maps, distance and azimuth and operates District vehicles.
- Talking: Communicates by radio, telephone and in person.
- Hearing: Hears well enough for safety in and around construction sites and to receive communication by radio, telephone and in person.
- Sitting: Remains seated for up to 8 hours per day; rides in District vehicles over rough terrain.
- Standing: Provides customer service for up to 8 hours per day.

Physical Strength

- Lifting: Up to 25 pounds daily; frequent exertion.

Environmental Conditions

- Noise: Works in conditions with constant or intermittent noise.
- Temperature/Weather: Works outside with variations of temperature and weather.

This position may include periodic to frequent disagreeable working conditions including noise, dirt, fumes, vibration, heat, cold, dampness and hazardous chemicals.

Protective Devices Required

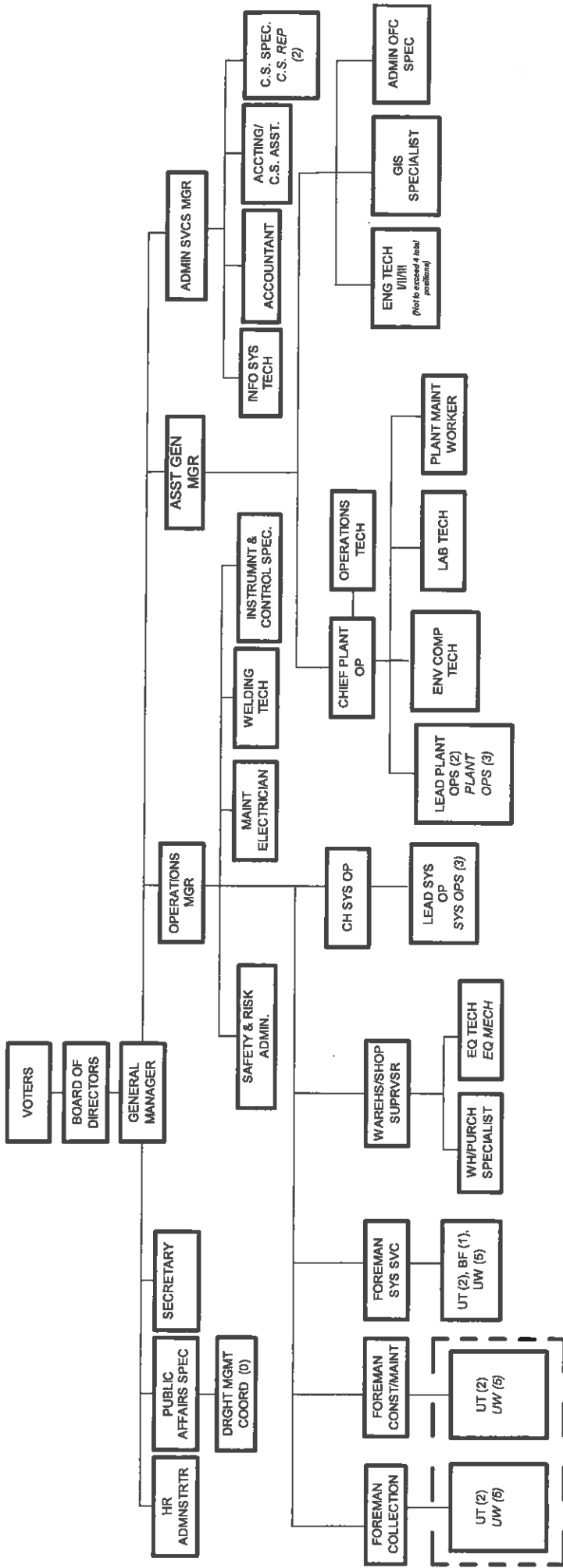
Hard hat, gloves, safety shoes, vest, hearing protection and seat belt.

Reasonable accommodations will be considered.

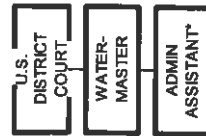
Exempt Grade Level: W

Board Approved Effective Date 10/08
Board Approved Revision Date 12/09, 12/11, 1/13

FALLBROOK PUBLIC UTILITY DISTRICT EFFECTIVE JANUARY 2013



[*Total Utility Workers in Collection and Construction/Maintenances not to exceed 13 tentative allocations to allow for flexibility of duty assignment.]



*FFUD provides an employee to the WM and the costs are totally reimbursed by the WM

RESOLUTION NO. 4788

A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE FALLBROOK PUBLIC UTILITY DISTRICT
AMENDING THE ADMINISTRATIVE CODE - ARTICLE 11,
PERSONNEL REGULATIONS

* * * * *

WHEREAS, revisions are recommended to Article 11, Personnel Regulations of the Administrative Code to revise the job description and salary range for the Assistant General Manager position.

NOW, THEREFORE, BE IT RESOLVED:

1. Appendix A, Job Descriptions shall be revised to increase the salary range of the Assistant General Manager position.
2. Appendix B, Classifications/Positions/Ranges, shall be revised to increase the salary range of the Assistant General Manager position.
3. Section 11.30 shall add the Revision Date.
4. The remaining provisions of Article 11 are unaffected and reconfirmed hereby.

PASSED AND ADOPTED by the Board of Directors of the Fallbrook Public Utility District at a regular meeting of the Board held on the 29th day of May, 2013, by the following vote:

AYES: Gebhart, Hayden, McDougal
NOES: McPhee
ABSTAIN: None
ABSENT: Davies



President, Board of Directors

ATTEST:



Secretary, Board of Directors

J

M E M O

TO: Board of Directors
FROM: Casey Walters, Human Resources Administrator *W*
DATE: May 29, 2013
SUBJECT: Amendment to Administrative Code—Article 11, Personnel Regulations
Resolution No. 4788

Purpose

To update Article 11, Personnel Regulations of the Administrative Code with the following revisions:

Summary

The additional responsibilities incorporated into the Assistant General Manager classification in January 2013 and internal pay equity support an increase of approximately 5.9 percent in the salary range for the Assistant General Manager to Grade Level Y.

Recommended Action

Staff recommends that Administrative Code—Article 11, Personnel Regulations be amended with proposed revisions; and, adopt Resolution No. 4788.

Exhibit F

11.4 CLASSIFICATION OF NON-EXEMPT EMPLOYEES

(a) Temporary Employees: Due to the variable nature of the District work load by reason of seasonal changes, emergencies, and special projects, the General Manager may from time to time, subject to a determination of need and availability of funding within Board budgetary constraints, authorize the employment of persons in any classification as "Temporary Employees." Such employees are terminable at will and without notice and are not covered by District Personnel Regulations, but the District will, insofar as possible, give a full pay period notice in advance of termination. "Temporary Employees" are not eligible for fringe benefits and their employment is limited to six months continuous service. "Temporary Employees" hired for field service must provide their own District approved safety shoes. Upon approval of the General Manager, "Temporary Employees" may be excluded from the Anti-Nepotism Policy.

(b) Probationary Employees: All personnel initially hired to fill authorized positions are placed in a probationary status for a minimum of six months and a maximum of twelve months of actual and continuous service. Periods of time on unpaid leave exceeding five (5) days (consecutive or not) excluding District holidays, shall automatically extend the probationary period by that number of days the employee is on leave. The probationary period is still part of the selection process for employees. During this period, the employees are terminable at will and without notice. The initial salary at time of hire will be determined by the General Manager based on the qualifications of the prospective employee. This initial salary during the probationary period may be at a lower range than the range indicated in the job classification. The appointing authority may, at any time after the six month minimum probationary period, change the employee's status to regular. Fringe benefits (except for holidays and PERS which are paid from the hire date) apply as follows: Medical, dental, vision, EAP, life insurance, and long term disability insurance take effect the first of the month following the hire date. Vacation and sick leave accruals take effect the date employee achieves regular status. As a recruitment incentive, the General Manager may offer a leave bank not to exceed 40 hours during the probationary period for positions requiring certifications and/or college degrees. If a probationary employee terminates employment prior to achieving regular status, any balance remaining in the leave bank will be paid at the current hourly rate at the time of termination. If a probationary employee achieves regular status with a balance in their probationary leave bank, the accrual amount will be converted to vacation leave.

(c) Regular Employees: At the expiration of the minimum probationary period, employee's performance shall be evaluated for consideration to be classified as "regular." Such employees may only be terminated by reason of reduction in force, or for cause, under procedures hereinafter set forth.

(d) Regular Part-Time Employees: Should there be a need for regular, part-time positions, they will be established on requirements determined by the General Manager. Regular part-time employees will be hired under the same procedures as regular full time employees, but their entitlement to fringe benefits will be pro-rated on the basis of hours worked during the previous six months. For example, a 20 hour per week regular employee would be entitled to 50% holiday pay, 50% normal vacation/sick leave, etc. and pension contribution. Any part-time employee working in excess of 20 hours per week, but less than 40 hours per week, will be entitled to medical insurance as provided in Article 11.17 and dental and vision insurance as provided in 11.18. Any part-time employee working in excess of 30 hours per week, but less than 40 hours per week, will be entitled to Life Insurance and A.D.&D. Insurance as provided in Article 11.19.

Section 11.4
Board Approved Revision Date
11/91,7/00,7/01,10/04 6/05

11.5 POSITION CLASSIFICATION AND SALARY SCHEDULE

(a) The Board of Directors, upon recommendations from the General Manager, will establish descriptions of and provide general qualifications for all authorized positions, and will establish salary schedules therefore. Such salary schedules may be reviewed and adjusted annually. Descriptions of currently authorized positions, classification titles, and salary ranges are attached hereto as Appendix A. The total number of authorized positions is determined annually during the budget process. The General Manager is authorized to modify the mix of positions within the total number and overall annual budget approved by the Board of Directors.

(b) Salary Schedules and District Organization chart are attached as Appendix B. A training wage, one level below the classification level, may be instituted for the training and/or probationary period. One-step salary increases (A through J) for overall rating of "meets requirements" meritorious performance and two-step salary increases for overall rating of "exceeds requirements" meritorious performance, which will be considered on employee's anniversary date each year, are based on performance substantiated by written Supervisor's evaluations and recommendations, and approved by the General Manager or his designated representative. If an employee has been promoted to a job outside of their current series, the anniversary date for performance appraisals will become the date of the promotion. If an employee is on leave in excess of four continuous weeks during their performance appraisal period of 12 months, the performance appraisal date will be extended for the same amount of time as the leave that was in excess of four weeks and that date will remain the annual performance appraisal date, notwithstanding any promotions or additional leaves. All employees will be evaluated and counseled annually on such job related issues as listed in each classification's performance appraisal form and such other matters as may be determined by a supervisor or management. Employees not recommended for step increases shall be advised of specific work performance improvements required and a remediation plan developed in consultation with the employee. The General Manager is authorized to grant exceptions to the above step increase requirements for exceptional meritorious performance.

(c) An educational incentive program is available to those employees who achieve required Water Treatment Operator, Water Distribution Operator, AWWA Backflow Prevention Device Inspection and Testing, Cross-Connection Program Specialist, Wastewater Treatment, Collection System Maintenance, Laboratory Technologist, Mechanical Technologist, Environmental Compliance Inspector, and/or Electrical/Instrumentation Technologist Certification through off-duty efforts. Some positions require certification to achieve the target salary range. An educational incentive program is also available to those employees who are designated a Geographic Information Systems Professional (GISP) by the GIS Institute through off-duty efforts if the employee's classification requires them to participate in GIS functions, Certified Crane Operators by the National Commission for the Certification of Crane Operators through on-duty or off-duty efforts if the employee's classification requires them to operate cranes and employees who hold a Class 6G certified pipeline welding certification from an accredited school through off-duty efforts if the employee's classification requires them to weld. Employees who hold the GISP, the Crane Certification or Class 6G pipeline welding certification and meet the requirements above, will be eligible for a 2.5% grade level increase in addition to any other increases available for their classification. Salary ranges and certification requirements are shown at the end of each job classification (*in Appendix A of the FPUD Personnel Regulations.*) All employees are encouraged to take the required courses at nearby community colleges that qualify them to take the tests for such certificates. The District will reimburse employees for the cost of

exams for Distribution, Treatment, Backflow Prevention, Cross-Connection Program Specialist, Wastewater Treatment, Collection System Maintenance, Laboratory Technologist, Mechanical Technologist, Environmental Compliance Inspector, and/or Electrical/Instrumentation Technologist Certification for those levels of certification required within the District. Positions that do not require specific certification are eligible to receive a one-time increase to the next salary range upon notification of said certification. These salary adjustments shall be in addition to the annual salary step raises they are eligible for (as outlined in Section 11.5, paragraph (b) of the FPU D Personnel Regulations.) Associate of Arts and Certificates in Water Technology or Wastewater Technology can be used for "OTHER" certification in those classifications with that designation option. All renewal fees will be paid by the District. Mandatory membership fees for certification holders will only be paid by the District if that certification is required by the classification. Renewals that require mandatory membership fees will only be paid by the District when the employee submits their renewal form with the membership fees. Continuing education unit fees will be paid by the District and District time will be made available for the training of employees whose classifications require Distribution and Treatment certification. In-house training required by the State for continuing education units will be on District time and paid by the District for all certifications. District approved external training required by the State for continuing education units will be on District time and paid by the District for required certifications only.

(d) Whenever a vacancy in a new or existing position occurs, preference in filling it shall be given to existing qualified District employees whenever possible. Promotion to a higher level position shall result in no less than a 5% increase in salary.

(e) When the following supervisory positions are vacant for more than one day, for any reason, temporary promotions may be effected by the General Manager, starting on the first day, in recognition of the responsibility inherent in these positions. The person so temporarily promoted will receive a salary increase of: 6 ranges (15%) or the amount the temporarily promoted employee would earn if they were promoted into the vacant position, whichever is less.

Eligible Supervisor Positions: Operations Manager, Administrative Services Manager/Treasurer, Foreman, Chief System Operator, Chief Plant Operator, Warehouse/Shop Supervisor and Assistant General Manager (engineering department only).

Temporary promotions to Acting System Operator may be necessary from time to time, on an hourly or daily basis, and will be at the discretion of the Operations Manager. Only employees who hold State of California Water Treatment Operator, Grade II or higher certification are eligible. The person so temporarily promoted will receive a salary increase of 4 ranges (10%) but in no way will they exceed the Chief System Operator rate of pay. The designated Acting System Operator will sign an agreement agreeing to wages and hours of work.

Temporary promotions to Acting Plant Operator may be necessary from time to time and will be at the discretion of the Operations Manager. Only employees who hold State of California Wastewater Treatment Operator, Grade II or higher certification are eligible. The person so temporarily promoted will receive a salary increase of 4 ranges (10%) but in no way will they exceed the Chief Plant Operator rate of pay. The designated Acting Plant Operator will sign an agreement agreeing to wages and hours of work.

(f) "Longevity", continuous unbroken employment time, is not a part of the salary structure. However, the General Manager is authorized to award a merit performance bonus of 2.5% of current gross annual pay, or five hundred dollars, (\$500.00), whichever is greater, to each of those employees who meet the following eligibility requirements:

- ten years of continued uninterrupted service in the same job classification, or 15 years of continuous uninterrupted service, and
- exhausted eligibility for promotion within the series, and
- exhausted eligibility for step increases within the series (hourly wage is at the "J" step).

All employees who meet the aforementioned eligibility requirements must be rated as "exceeds requirements" for their overall work performance during the previous rating year.

The following factors determine whether such bonuses are justified:

- (1) Possession of all required certifications and licenses

The longevity bonus will be divided by annual work hours and added to the regular hourly rate prior to calculating the overtime rate.

Section 11.5
Board Approved Revision Date
11/91, 1/93, 7/96, 6/97, 9/97, 9/98, 7/00, 7/01 12/01, 5/04, 6/04, 1/05, 6/05, 5/06, 7/08, 10/08, 3/09, 12/09, 7/11, 1/13, 12/13

Exhibit G

11.15 LEAVES OF ABSENCE

(a) Vacations: The General Manager or his authorized representative shall set the period of time for vacation leave. Each regular employee will accrue vacation leave as follows:

(1) VACATION ACCRUAL

1 to 5 years = 4.00 hours per pay period

6 to 10 years = 4.62 hours per pay period effective on 5th anniversary

10 to 15 years = 6.15 hours per pay period effective on 10th anniversary

16+ years = accrual of 7.69 hours per pay period effective on 15th anniversary

20+ years = 8.00 hours per pay period effective on the 20th anniversary

Maximum accrual: 248 hours

Any unpaid leave during the pay period will reduce the accrual rate accordingly.

(2) Maximum accrual is 248 hours. On December 31 of each year, all accruals exceeding the maximum of 248 hours would stop accruing until vacation leave was used and total accrual fell below 248 hours.

(3) When circumstances created by the District are beyond the control of the employee and make it impossible for him to take allotted vacations as prescribed under Article 11.15(a), (1)-(2) above, the period for accumulating leave shall be extended upon the approval of the General Manager. In no case shall the employee be deprived of any earned vacation.

(4) All employees terminating their employment with the District shall be granted terminal leave pay for that amount of time accrued to their vacation account.

(5) When circumstances created by the District are beyond the control of the employee and make it impossible for him to take allotted vacations as prescribed under Article 11.15(a), (1)-(2) above, the period for accumulating leave shall be extended upon the approval of the General Manager. In no case shall the employee be deprived of any earned vacation.

(6) All employees terminating their employment with the District shall be granted terminal leave pay for that amount of time accrued to their vacation account.

(7) Employees may elect to cash-out vacation hours that will accrue in the next calendar year, subject to the following requirements:

- A minimum of 40 hours must be elected.
- An election period will be held each year in December, during which time you will have the opportunity to make an irrevocable election to cash-out vacation hours that will accrue in the following calendar year.
- The cash out of vacation time is made after all the elected time has accrued—each December 31st of every calendar year.
- The irrevocable request may not exceed one year's vacation accrual.
- Employee must have taken at least 10 days (80 hours) of vacation leave and/or comp time within the previous calendar year.
- Employee must maintain a minimum balance of 80 hours of accrued vacation.

- A request to cash out accrued vacation due to reasons of hardship may be made at any time. The hardship request must be approved by the General Manager and is subject to the unforeseeable emergency definitions of the IRS Code (Title 26, Section 1).

(5) Exempt employees may elect to cash-out vacation hours that will accrue in the next calendar year, subject to the following requirements:

- A minimum of 40 hours must be elected.
- An election period will be held each year in December, during which time you will have the opportunity to make an irrevocable election to cash-out vacation hours that will accrue in the following calendar year.
- The cash out of vacation time is made after all the elected time has accrued—each December 31st of every calendar year.
- The irrevocable request may not exceed one year's vacation accrual.
- Employee must have taken at least 10 days (80 hours) of vacation and/or executive leave within the previous calendar year.
- Employee must maintain a minimum balance of 100 hours of accrued vacation and/or executive leave.
- A request to cash out accrued vacation due to reasons of hardship may be made at any time. The hardship request must be approved by the General Manager and is subject to the unforeseeable emergency definitions of the IRS Code (Title 26, Section 1)
- Executive leave stops accruing when an employee has a balance of over 120 hours at any time.

(7) Any planned leave (vacation or comp time off) must be requested with as much notice as possible. Supervisors will grant requests based on the needs of the District.

(b) Sick Leave: Regular employees will accrue 3.69 hours per pay period of sick leave. Any unpaid leave during the pay period will reduce the accrual rate accordingly. In the event the employee is out for a period in excess of available sick leave, he will then use his accrued vacation time in lieu of sick leave. Sick leave may be used to care for an ill or disabled member of the immediate family (spouse, mother, father, brother, sister, son, daughter, step-mother, step-father, step-son, step-daughter, grandchild, grandparent, mother or father-in-law, other person in custody where employee has or had guardianship or other person who had guardianship of employee or domestic partner or the child(ren) of a domestic partner {as defined by the State of California}).

(1) There is no limit to sick leave accrual.

(2) Any abuse of sick leave, in the judgment of the Management, is subject to discipline, up to and including, termination.

(3) Three or more consecutive days off may require a doctor's note to return to work. Personnel returning to work following an extended absence of five days or more due to surgery or a non-work related injury or illness, will present a medical certificate stating their physical capability to resume the duties of their position. Personnel presenting a conditional certificate may be returned to work at the discretion of the General Manager.

(4) Reimbursement will be made for 50% of unused sick leave upon termination of employment, not to exceed payment for 600 hours.

(c) Beavement Leave: Regular employees will be allowed three days paid leave in event of a death in the immediate blood or married family (spouse, mother, father, brother, sister, son, daughter, step-mother, step-father, step-son, step-daughter, grandchild, grandparent, mother or father-

FALLBROOK PUBLIC UTILITY DISTRICT

TO: Human Resources
FROM: Name Employee #

SUBJECT: REQUEST TO SELL BACK UNUSED VACATION HOURS
FPUDEA POLICY

I hereby request payment for accrued, but unused vacation hours for calendar year 2014.

I understand that:

An Employee may sell back to the District portions of unused vacation time under the following conditions:

- a. A minimum of 40 hours must be requested; and
b. The maximum is the amount of hours they accrued during that calendar year; and
c. Employee has already taken 80 hours of vacation in that calendar year; and
d. At least 80 hours of accrued vacation time shall remain on the account after the sell-back; and
e. The sale shall occur annually on December 31st of each year; and
d. Vacation stops accruing when an employee has a balance of over 248 hours on December 31st of each year.

- 1. Once this request is processed, the District will not reverse the payment;
2. I can file, at any time up to the final cut-off date, only one (1) request for 2014; and
3. The final cut-off date for receipt of this form by Human Resources is December 20, 2013.

Employee Signature Date

(FOR HUMAN RESOURCES USE)

Vacation Sell-Back Hours

Hours accrued in calendar year 2014:

Hours used in calendar year 2014: (80 hour minimum inc. comp time)

Hours left on account after Sell-Back: (80 hour minimum)

Allowed: Hours @ \$ = \$

Reduce vacation leave accrual by hours.

Date: Human Resources Administrator

Date sent to payroll:

FALLBROOK PUBLIC UTILITY DISTRICT

TO: Human Resources
FROM: _____ Employee # _____
Name

SUBJECT: **REQUEST TO SELL BACK UNUSED VACATION HOURS
FMEA POLICY (INCLUDING GENERAL MANAGER)**

I hereby request payment for _____ accrued, but unused vacation hours for calendar year 2014.

I understand that:

An Employee may sell back to the District portions of unused vacation time under the following conditions:

- a. A minimum of 40 hours must be requested; and
- b. The maximum is the amount of hours they accrued during that calendar year; and
- c. Employee has already taken 80 hours of vacation in that calendar year; and
- d. At least 100 hours of accrued vacation time shall remain on the account after the sell-back; and
- e. The sale shall occur annually on December 31st of each year; and
- d. Vacation stops accruing when an employee has a balance of over 248 hours on December 31st of each year.

- 1. Once this request is processed, the District will not reverse the payment;
- 2. I can file, at any time up to the final cut-off date, only one (1) request for 2014; and
- 3. The final cut-off date for receipt of this form by Human Resources is December 20, 2013.

Employee Signature Date

.....
(FOR HUMAN RESOURCES USE)

Vacation Sell-Back Hours

Hours accrued in calendar year 2014: _____

Hours used in calendar year 2014: _____ (80 hour minimum inc. comp time)

Hours left on account after Sell-Back: _____ (80 hour minimum)

Allowed: _____ Hours @ \$ _____ = \$ _____

Reduce vacation leave accrual by _____ hours.

Human Resources Administrator Date: _____

Date sent to payroll: _____

Exhibit H

MEMORANDUM

TO: OPERATIONS TECH PATTI PAGE
FROM: GENERAL MANAGER
DATE: JUNE 5, 2013
SUBJ: TEMPORARY PROMOTIONS

E-MAILED

JUN - 6 2013

Thank you for agreeing to take on some additional responsibilities that the vacancy of the Environmental Compliance Tech position will create.

I have also determined that Rainbow MWD Safety Administrator I Jeff Stacy will assist with the responsibilities of the Environmental Compliance Tech position in a collaborative effort with you through the JPA Leased Employee Agreement.

Therefore, I have approved a temporary promotion for the FPUD Operations Tech as follows:

- The temporary promotion is based on the needs of the District and at the total discretion of the General Manager; and
- Operations Tech Patti Page will begin the temporary promotion on June 5, 2013 and will serve, at my discretion, approximately two months although the term is not guaranteed; and
- The temporary promotion will earn a salary increase of five percent (5%) to salary grade level 37J for Operations Tech Patti Page; and
- Assistant General Manager Jack Bebee will have day-to-day authority regarding workload, assignments, deadlines, etc. for the collaborative effort between Operations Tech Patti Page and Rainbow MWD Safety Administrator I Jeff Stacy.

Jack Bebee
personnel file

E-MAILED

JUN - 6 2013

MEMORANDUM

TO: OPERATIONS TECH PATTI PAGE
FROM: ASSISTANT GENERAL MANAGER JACK BEBEE, JRB
DATE: MAY 8, 2014
SUBJ: TEMPORARY PROMOTION

Thank you for performing environmental compliance duties while the Environmental Compliance Tech position was open. Your assistance allowed the District to maintain compliance standards.

Nathan Woods was hired in the Environmental Compliance Tech position on April 21, 2014 and has since taken the responsibility for performing the duties associated with that position.

Therefore, your temporary promotion will end at the end of the workday on May 9, 2014.

MEMORANDUM

TO: LARRY RAGSDALE
FROM: GENERAL MANAGER 
DATE: JANUARY 30, 2014
SUBJ: FUNCTIONAL REPORTING REORGANIZATION

As our two districts continue to move toward integrating operations, it will be necessary to adjust organizational reporting relationships to more effectively manage our work.

Therefore, effective February 3, 2014, you will be the temporary functional supervisor to the Rainbow MWD Safety Administrative Jeff Stacy.

You will be required to set schedules and duties so both agencies' safety and risk responsibilities are met. Please meet with Rainbow MWD Human Resources/Safety Manager Rene Bush to keep her informed as to your day-to-day functional supervision of Jeff Stacy.

Since this is a temporary, open-ended assignment, there will be no change in the Safety and Risk Administrator job description. However, you will be receiving a temporary promotion pay adjustment of six grade levels to 43J; \$44.52 per hour for the duration of this assignment.

Fallbrook PUD employees and Rainbow MWD employees will adhere to their district's rules, regulations, MOUs, etc. Rainbow MWD Human Resources/Safety Manager Rene Bush will continue as Jeff's actual supervisor and is responsible for performance reviews, discipline, and approvals for scheduled absences after conferring with you.

The goal of the North County Joint Power Authority is to administer jointly the resources of Fallbrook PUD and Rainbow MWD including staffing and infrastructure in order to obtain a cost-effective means of providing service to ratepayers. Thank you for agreeing to be an integral part of meeting this goal and I value your input as we forge ahead with new relationships and responsibilities.

cc: Rene Bush
Jeff Stacy

MEMORANDUM

TO: LARRY RAGSDALE
FROM: GENERAL MANAGER
DATE: APRIL 3, 2014
SUBJ: FUNCTIONAL REPORTING REORGANIZATION

Thank you for acting as the functional supervisor for the safety and risk departments of FPUD and RMWD.

Since RMWD decided to end their participation in the North County Joint Power Authority (NCJPA) and remove RMWD employees from the FPUD offices effective April 4, 2014, your temporary supervisor pay will end. The ending date for the temporary supervisor pay due to the NCJPA will be April 4, 2014.

Thank you for agreeing to be an integral part of coordinating the safety and risk departments under the NCJPA.

cc: David Horn

MEMORANDUM

TO: PAULA CLARK
FROM: GENERAL MANAGER
DATE: APRIL 7, 2014
SUBJ: FUNCTIONAL REPORTING REORGANIZATION

Thank you for acting as the functional supervisor for the combined customer service departments of FPUD and RMWD.

Since RMWD decided to end their participation in the North County Joint Power Authority (NCJPA) and remove RMWD employees from the FPUD offices effective April 4, 2014, your temporary supervisor pay will end. The ending date for the temporary supervisor pay due to the NCJPA will be April 5, 2014; however due to the vacation of Marcie Eilers, your temporary supervisor pay will end on April 8, 2014.

Thank you for agreeing to be an integral part of coordinating the customer service departments under the NCJPA.

cc: Marcie Eilers

MEMORANDUM

TO: PAULA CLARK
FROM: GENERAL MANAGER 
DATE: JANUARY 30, 2014
SUBJ: FUNCTIONAL REPORTING REORGANIZATION

As our two districts continue to move toward integrating operations, it will be necessary to adjust organizational reporting relationships to more effectively manage our work.

Therefore, effective February 3, 2014 you will be the temporary functional supervisor to the customer service staff of both Fallbrook PUD and Rainbow MWD that are stationed at Fallbrook PUD offices:

FPUD	RMWD
Customer Service Specialist Diane Moore	Sr. Customer Service Representative I Maricela Munoz
Customer Service Representative II Faye Robinson	Customer Service Representative II Cindy Steward
Customer Service Representative I Luz Simmons Ojeda	Customer Service Representative II Tammy Rakusen
(Accounting/Customer Service Assistant II Ginny Walker and Administrative Office Specialist Sheri Simmons when assigned.)	(Meter Services personnel when assigned.)

You will be required to set schedules and responsibilities so both agencies' customers are provided the best possible customer service. Please meet with Administrative Services Manager/Treasurer Marcie Eilers for further instruction regarding the rest of your duties.

Since this is a temporary, open-ended assignment, there will be no change in the Accountant job description. However, you will be receiving a temporary promotion pay adjustment of six grade levels to 46J; \$47.97 per hour for the duration of this assignment.

Fallbrook PUD employees and Rainbow MWD employees will adhere to their district's rules, regulations, MOUs, etc. Water Operations/Customer Service Manager Juan Atilano will continue as the Rainbow MWD employees' actual supervisor and is responsible for performance reviews, discipline, and approvals for scheduled absences. Administrative Services Manager/Treasurer Marcie Eilers will continue as the Fallbrook PUD employees' actual supervisor and is responsible for performance reviews, discipline, and approvals for scheduled absences after conferring with you.

The goal of the North County Joint Power Authority is to administer jointly the resources of Fallbrook PUD and Rainbow MWD including staffing and infrastructure in order to obtain a cost-effective means of providing service to ratepayers. Thank you for agreeing to be an integral part of meeting this goal and I value your input as we forge ahead with new relationships and responsibilities.

cc: Marcie Eilers
Juan Atilano

**FALLBROOK PUD / RAINBOW MWD
Proposed Reorganization
RO14-04**

**FPUD Response to May 28, 2014 Request for Supplemental
Information**

Response to Question No. 2

FALLBROOK PUBLIC UTILITY DISTRICT

Post Office Box 2290, 990 E Mission Road, Fallbrook, California 92088
(760) 728-1125

DATE: June 12, 2014

TO: Michael Ott, Executive Director
San Diego Local Agency Formation Commission

FROM: Brian J. Brady, General Manager
Fallbrook Public Utility District

SUBJECT: Supplemental Information – Fallbrook PUD / Rainbow MWD
Reorganization (RO14-04)
Response to Question No. 2

The Fallbrook PUD has not appropriated encumbered, spent, or otherwise obligated any revenue of the agency beyond that provided in the current budget at the time the reorganization was initiated on April 28, 2014.

**FALLBROOK PUD / RAINBOW MWD
Proposed Reorganization
RO14-04**

**FPUD Response to May 28, 2014 Request for Supplemental
Information**

Response to Question No. 3

FY 11-12 Project	Legal Counsel	Description	Outcome	Cost
Conjunctive Use Project	Lenninah Law Boutin Jone, Inc	Santa Margarita Mainstream SMRCUP Contract Review	Ongoing Ongoing	\$ 57,185.03 \$ 8,000.00
Red Mountain Eminent Domain	Best Best & Krieger	Eminent Domain Litigation	Settled	\$ 1,948.41
Watermaster/Lake Skinner	Lennihan Law Law Ofc of James Friedhofer	Lake Skinner Water Rights Permits Appeal/Cross Appeal US, et al	Settled Settled	\$ 1,500.96 \$ 5,000.00
General Legal	Sachse James Lopardo Sachse James Lopardo Best Best & Krieger Best Best & Krieger Best Best & Krieger Best Best & Krieger	James Professional Services Red Mtn LLC vs FPUD General advice, labor negotiations HR & General matters Lewinger Calpers Appeal FPUD vs SDG&E	Board Legal Counsel Settled Settled Ongoing Settled Settled	\$ 13,432.65 \$ 310.50 \$ 149.82 \$ 8,531.41 \$ 3,295.04 \$ 14,166.34
Total				\$ 113,520.16

FY 12-13 Project	Legal Counsel	Description	Outcome	Cost
Conjunctive Use Project	Lennihah Law	Santa Margarita Mainstream	Ongoing	\$ 37,953.46
	Boutin Jone, Inc	SMRCUP Contract Review	Ongoing	\$ -
	Rutan & Tucker	Open Space Transfer	Settled	\$ 3,547.54
Red Mountain Eminent Domain	Best Best & Krieger	Eminent Domain Litigation	Settled	\$ 151.10
Watermaster/Lake Skinner	Lennihah Law	Lake Skinner Water Rights Permits	Settled	\$ -
	Law Ofc of James Friedhofer	Appeal/Cross Appeal US, et al	Settled	\$ -
General Legal	Sachse James Lopardo	James Professional Services	Board Legal Counsel	\$ 18,282.90
	Sachse James Lopardo	Red Mtn LLC vs FPUD	Settled	\$ -
	Best Best & Krieger	General advice, labor negotiations	Ongoing	\$ -
	Best Best & Krieger	HR & General matters	Ongoing	\$ 1,900.53
	Best Best & Krieger	Lewinger Calpers Appeal	Settled	\$ 18,576.02
	Best Best & Krieger	FPUD vs SDG&E	Settled	\$ 11,550.37
	Downey Brand	NPDES Permit assistance	Settled	\$ 6,488.95
JPA with RMWD	Procopio, Cory Hargreaves	JPA Atty	Paid to RMWD	\$ 2,066.25
	Procopio, Cory Hargreaves		Paid by FPUD directly to Procopio	\$ 3,192.00
	Best, Best & Krieger	Creation of JPA		\$ 10,931.63
Total				\$ 114,640.75

FY 13-14 Project	Legal Counsel	Description	Outcome	Cost
Conjunctive Use Project	Lennihan Law	Santa Margarita Mainstream	Ongoing	\$ 18,839.04
	Sachse James Lopardo	SMRCUP Agreement Review	Ongoing	\$ 11,908.50
	Rutan & Tucker	SMRCUP Open Space Transfer	Settled	\$ 10,835.80
Red Mountain Eminent Domain	Best Best & Krieger	Eminent Domain Litigation	Settled	\$ -
Watermaster/Lake Skinner	Lennihan Law	Lake Skinner Water Rights Permits		\$ 1,971.87
	Law Ofc of James Friedhofer	Appeal/Cross Appeal US, et al		\$ -
General Legal	Sachse James Lopardo	James Professional Services	Board Legal Counsel	\$ 25,737.50
	Sachse James Lopardo	Red Mtn LLC vs FPUD	Settled	\$ -
	Best Best & Krieger	General advice, labor negotiations	Settled	\$ -
	Best Best & Krieger	HR& General matters	Ongoing	\$ 6,668.42
	Best Best & Krieger	Lewinger Calpers Appeal	Settled	\$ 69.00
	Best Best & Krieger	FPUD vs SDG&E	Settled	\$ 2,617.99
	Downey Brand	NPDES Permit assistance	Settled	\$ 219.00
	Procopio, Cory, Hargreaves	Director McPhee Legal fees		\$ 1,596.00
	Casmalia Disposal Site		Settled	\$ 2,879.00
JPA with RMWD	Best, Best & Krieger	Reorganization issues	Ongoing	\$ 13,648.03
Total				\$ 96,990.15

**FALLBROOK PUD / RAINBOW MWD
Proposed Reorganization
RO14-04**

**FPUD Response to Staffing and Governance Survey
2009-2014**

	2014	Retired	Resigned	Terminated	Hired	Recalled/Elected/Appointed	
Board Member						2 projected	
Executive							
Managerial							
Professional							
Operational	1	1	1	6			
Clerical							