

RECEIVED

MAY 07 2014


SAN DIEGO LAFCO

FALLBROOK PUBLIC UTILITY DISTRICT

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

DATE: May 6, 2014

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


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

SUBJECT: FPUD Salary Adjustments
2011-12 through 2014-15

Enclosed is the subject information for your use.

MEMORANDUM

TO: GENERAL MANAGER
FROM: HUMAN RESOURCES ADMINISTRATOR
DATE: APRIL 30, 2014
SUBJ: SALARY ADJUSTMENT HISTORY



Attached is the following information for FY 2011/12:

- Salary ranges by classification effective 7/1/11
- Hourly, Biweekly and Monthly Pay scales for 2011/12
- General Manager Brian Brady's initial contract effective 7/19/11
- Salary ranges by classification revised 7/19/11

Attached is the following information for FY 2012/13:

- Resolution No. 4771 increasing the salary of the General Manager
- Salary ranges by classification effective 7/1/12
- Hourly, Biweekly and Monthly Pay scales for 2012/13
- Resolution No. 4776 changing the Engineering and Planning Manager title to Assistant General Manager and also changing the reporting structure for wastewater treatment plant personnel
- Salary ranges by classification revised 1/28/13
- Resolution No. 4788 increasing the salary for the Assistant General Manager
- Salary ranges by classification revised 5/29/13

Attached is the following information for FY 2013/14:

- Salary ranges by classification effective 7/1/13
- Hourly, Biweekly and Monthly Pay scales for 2013/14
- Resolution No. 4802 increasing the salary for the General Manager
- Salary ranges by classification revised 10/25/13
- Resolution No. 4805 removing the Welding Technician position
- Salary ranges by classification revised 12/9/13

Attached is the following information for FY 2014/15:

- Hourly, Biweekly and Monthly Pay scales for 2014/15

MOU information from both FPUDEA and FMEA are also included as they pertain to the negotiated COLAs and EPMC to CalPERS.

The current "Classifications/Positions/Ranges" information is included for cross-referencing.

2011/

2012

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	

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

**EMPLOYMENT AGREEMENT BETWEEN
FALLBROOK PUBLIC UTILITY DISTRICT
AND BRIAN J. BRADY**

NOW THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

This Agreement is made and entered into between BRIAN J. BRADY (hereinafter referred to as "Brady") and FALLBROOK PUBLIC UTILITY DISTRICT (hereinafter referred to as "District") in order to provide, in writing, the terms and conditions for the employment of Brady by the District.

1. **Employment.** The District hereby employs Brady, commencing July 19, 2011, who accepts said employment to serve as its General manager. Brady agrees to continue to serve in said position pursuant to the terms and conditions set forth in this Agreement.

2. **Compensation and Benefits.**
 - 2.1 **Annual Compensation.**
 - 2.1.1 **Base Pay.** Brady will be a salaried, at will employee and shall receive an annual pay of One Hundred Ninety-Two Thousand Two Hundred Fifty and 04/100 Dollars (\$192,250.04), payable in bi-weekly installments. The Board of Directors may modify said base pay by resolution based on Brady's performance as the Board deems appropriate.

 - 2.2 **Fringe Benefits.**
 - 2.2.1 **In General.** Brady shall be entitled to receive all fringe benefits as established from time to time, except as otherwise provided in this Agreement. These benefits shall include retirement, dental, health, vision, EAP, life insurance, LTD, sick and holiday leave.

 - 2.2.2 **Public Employees Retirement System.** The Board agrees to enroll Brady in the Public Employees Retirement System (CALPERS") CALPERS 2.5% at 55 benefit formula plan.

The District currently pays 6% and the employee pays 2% for a total employee contribution rate of 8%. Going forward, Brady will pay an additional 2% per year until he reaches the maximum 8% employee contribution after 4 years (2% in 2011, 4% in 2012, 6% in 2013, 8% in 2014). Brady is eligible for the District's participation in Social Security and Medicare.

- 2.2.3 Physical Examination. Brady shall be reimbursed up to \$2,000.00 per year for an annual comprehensive physical/medical examination by a qualified physician or medical institution. Such examination shall include a treadmill cardiovascular evaluation. Brady shall immediately advise the Board of any physical or mental condition which would affect his ability to perform the duties of General Manager.
 - 2.2.4 Medical, Dental & Vision Insurance. The District will pay 100% for the employee and dependent medical insurance coverage at the Kaiser rate. If Brady elects different coverage above this allocation, he will be responsible for the increase in premium amount. Dental and vision insurance are paid 100% by the District for employee and dependents.
 - 2.2.5 Disability & Life Insurance. Long-term disability insurance is provided as well as a \$300,000.00 term life insurance policy at no cost to Brady.
 - 2.2.6 Vacation & Sick Leave & Holidays. A vacation bank of 80 hours will be available upon hire. The accrual rate of a ten year employee, 6.15 hours biweekly, will not begin until the 80 hours would have normally accrued - at approximately the fourteenth pay period following hire. A sick leave bank of 80 hours will be available upon hire. The accrual rate of all employees, 3.69 hours biweekly, will not begin until the 80 hours would have normally accrued - at approximately the twenty second pay period following hire.
 - 2.2.7 Deferred Compensation Plan. The District will make match a 1.9% contribution into a 401(a) plan on behalf of the General Manager if he contributes 1.9% into the District sponsored 457 plan.
 - 2.2.8 The District shall consider appointing Brady as the District's representative to the San Diego County Water Authority, effective November, 2011, with all rights, privileges and compensation pursuant to the Water Authority's Rules and Regulations.
3. Duties. Brady shall perform the duties of General Manager as established from time to time by law, by the Board of Directors of the District, and as specified in

the District's job description, District's Standard Practices and Rules and Regulations. Brady is responsible directly to the Board of Directors. Brady shall give full-time to the duties of his office. Brady is authorized to provide consulting services on his own time to clients who pose no conflict of interest with the District. Brady shall not provide consulting services directly to: The San Diego County Water Authority (SDCWA), the Metropolitan Water District of Southern California, any developer doing business within the District, or any other member agency of the SDCWA. Brady shall give the Board fifteen (15) days written notice of any prospective consulting clients. If the Board does not respond by the end of fifteen (15) days, Brady may consult.

4. **Term.** This Agreement shall continue in full force and effect until Brady's employment is terminated as provided in Section 5 hereof.

5. **Termination.**

5.1 **By Notice by Brady.** Brady may resign and thereby terminate this Agreement at any time upon giving ninety (90) days written notice to the Board of Directors of the District. Upon such termination Brady shall be entitled to receive only such accrued benefits that may be due and payable at the time, but he shall not be entitled to any severance pay or other compensation.

5.2 **By Notice by District.**

5.2.1 **At the Pleasure of the District.** The District may terminate Brady's employment, and thereby terminate this Agreement, at any time. It is understood and agreed that the General Manager serves at the pleasure of the Board of the District and that his employment may be terminated at any time, without or without notice, and with or without cause, and that no reason need be given for such termination.

5.2.2 **No Hearing.** Other than as stated in Section 5.2.4 below, Brady shall have no right to a hearing or other review of the reason or cause for his termination by the District and Brady hereby expressly waives any and all such rights, which may otherwise be granted by law or which may be applicable to other employees of the District.

5.2.3 **Severance Pay.** Because the General Manager serves "at the pleasure" of the District Board of Directors, the District may terminate Brady's employment without cause at any time. However, if Brady is terminated by the District for reasons other than those specified in Section 5.2.4

hereof, the District shall pay to Brady, after such date of termination the salary to which Brady would thereafter have been entitled hereunder, but for such termination, for a period of nine (9) months.

5.2.4 **Malfeasance.** If the termination of Brady is the result of an act that would constitute bribery, perjury, embezzlement, fraud, or other malfeasance, Brady shall not be entitled to the payment of any severance pay or compensation other than accrued benefits beyond the date of his termination. Before being terminated for reasons set forth in this paragraph, Brady shall be entitled prior to termination to written notification of the reasons for and evidence supporting the proposed termination, and shall have the right to respond orally or in writing, or both, to the Board of Directors within five (5) days of notice of the proposed termination. If requested by Brady, he shall have the right to a hearing before the Board at which he may present evidence and cross-examine Witnesses.

5.3 **By Retirement.** The employment of Brady, and this Agreement, shall automatically terminate upon the retirement of Brady and upon Brady giving ninety (90) days written notice of such to the District.

5.4 **By Death or Disability.** The employment of Brady, and this Agreement, shall automatically terminate upon the death of Brady or upon the termination of his employment because of permanent disability. As used herein, disability shall have the same meaning, and shall be determined in the same manner, as provided under PERS. Neither Brady nor his heirs, administrators, or assigns shall have any right under this Agreement to salary after such death or disability, but they shall have such rights and benefits as may be provided by law and PERS.

6. **Date of Employment.** Brady's employment with the District shall commence on July 19, 2011. The provisions of this Agreement shall be effective as of that date.

7. **Performance and Evaluation.**

7.1 The Board and Brady shall, by June 30 of each year, define such goals and performance objectives which they determine necessary for proper operation of the District to the attainment of the Board's policy objectives and shall establish a relative priority among said goals and objectives. This shall be reduced to writing and reviewed and approved by the Board.

7.2 The Board shall review and evaluate Brady's performance annually by June 30 of each year. Said reviews and evaluations shall be conducted accordance with specific criteria developed jointly by the Board and Brady which may be added to, or deleted from, as the Board may from time to time determine in consultation with the General Manager.

8. **Other Terms and Conditions of Employment.**

8.1 The Board will consider in its discretion an annual performance bonus of up to ten percent 10% of salary.

8.2 The Board, in consultation with Brady, may fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of the General Manager, provided that the terms and conditions are not inconsistent, or in conflict, with the provisions of this Agreement.

9. **General Provisions.**

9.1 This Agreement constitutes the entire agreement between the Board and Brady.

9.2 If any provision or any portion of this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder shall be deemed severable, shall not be effected, and shall remain in full force and effect.

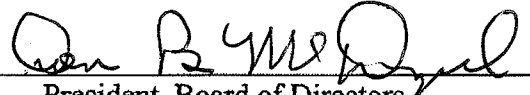
9.3 This Agreement may be amended only in writing by mutual agreement of the Board and Brady.

9.4 Should either party commence any legal action or proceeding against the other based upon this Agreement, the prevailing party shall be entitled to an award of reasonable attorneys' fees.

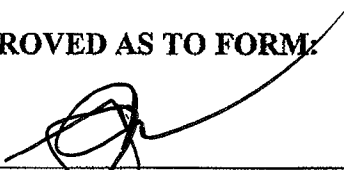
IN WITNESS WHEREOF, the parties have executed this Agreement as of the 19th day of July, 2011.


BRIAN J. BRADY

FALLBROOK PUBLIC UTILITY DISTRICT

By: 
President, Board of Directors

APPROVED AS TO FORM:

By: 
Robert H. James, General Counsel
FALLBROOK PUBLIC UTILITY DISTRICT

FALLBROOK PUD 2011/12 SALARY RANGES

Effective 7/1/11

REVISED 7/19/11

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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
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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	
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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	

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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

* * * * *

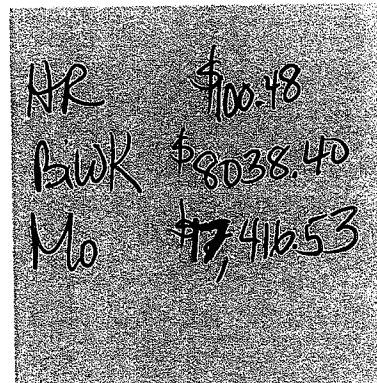
WHEREAS, the annual review / performance evaluation for the General Manager was due July 19, 2012; and,

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
BWR \$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

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	

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

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

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	

RESOLUTION NO. 4788

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

* * * * *

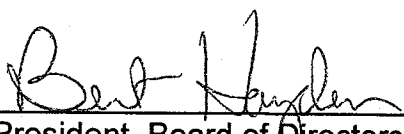
WHEREAS, revisions are recommended to Article 11, Personnel Regulations of the Administrative Code to revise the job description and salary range for the Assistant General Manager position.

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

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	

2013/

2014

FALLBROOK PUD 2013/14 SALARY RANGES

Effective 7/1/13

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		\$ 17,416.53	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	
WAREHOUSE/SHOP SUPERVISOR	\$ 5,597.00	\$ 7,342.00	
WELDING TECH	\$ 4,484.00	\$ 5,737.00	

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

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 FPUD 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

\$108,375 hr
8670.00 bink
18,785.00 mo

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	

RESOLUTION NO. 4805

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

* * * * *

WHEREAS, the Administrative Code – Article 11, Personnel Regulations requires amendments to eliminate the Welding Technician classification; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Fallbrook Public Utility District that Administrative Code - Article 11, Personnel Regulations be amended as follows:

1. Section 11.5, Position Classification and Salary Schedule shall remove the Welding Technician verbiage.
 2. Section 11.30, Revisions shall add the revision date.
 3. Appendix A shall remove the Welding Technician job description.
 4. Appendix B shall remove the Welding Technician position from the Classifications/Positions/Ranges and organizational chart.
 5. Appendix D shall remove the Welding Technician from positions subject to random drug/alcohol testing.
3. The remaining provisions of Article 11 are unaffected and reconfirmed hereby.

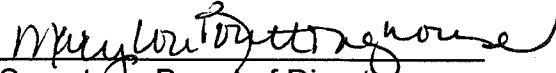
PASSED AND ADOPTED by the Board of Directors of the Fallbrook Public Utility District at a regular meeting of the Board held on the 9th day of December, 2013, by the following vote:

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



President, Board of Directors

ATTEST:



Secretary, Board of Directors

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	

20141

2015

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

Mou

Info

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

25. RETIREMENT PLAN, RETIREMENT BONUS AND RETIREE MEDICAL COVERAGE

(a) The District participates in a defined benefit retirement plan with the California Public Employees' Retirement System. The District's contribution rate is revaluated every fiscal year. The retirement benefit plan is known as Local Miscellaneous 2.5% at 55 years of age, effective July 2, 2005. For the term of the current MOU (July 1, 2011 through June 30, 2015) the employees will pay:

1. 2% of salary effective July 22 (p.m.), 2011
2. 4% of salary effective first full pay period in July 2012
3. 6% of salary effective first full pay period in July 2013
4. 8% of salary effective first full pay period in July 2014
5. Employees hired after July 22, 2011 through December 31, 2012 will pay 8% of salary into PERS effective on their hire date.
6. "New employees" hired on or after January 1, 2013 who are also "new members" will contribute 50% of the normal cost established by CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA) for the 2% at 62 years of age benefit formula.

Pursuant to the Public Employees' Pension Reform Act (PEPRA), a "new employee" hired as a regular, full-time employee after January 1, 2013, who is also a "new member" to CalPERS, as defined pursuant to PEPRA, is subject to the mandatory miscellaneous formula of 2%@62. Further, final compensation would be defined as the highest average annual final compensation during a consecutive 36 month period, subject to the cap set forth pursuant to PEPRA.

"New member," as defined pursuant to PEPRA, means: (1) an individual who has never been a member of any public retirement system prior to January 1, 2013; (2) an individual who was a member of any other public retirement system prior to January 1, 2013 but was not subject to reciprocity; or (3) an individual who was an active member in a retirement system who returns to active membership in that same system with a new employer after a more than six month break in service.

If a former PERS-eligible employee of the District has a break in service of more than six months but returns to service with the District, the former employee will not be considered a new member pursuant to PEPRA.

FALLBROOK MANAGEMENT EMPLOYEES' ASSOCIATION MOU

This Memorandum of Understanding (MOU) is entered into by Fallbrook Public Utility District (FPUD) and Fallbrook Management Employees' Association (FMEA), as a mutual recommendation to the Board of Directors of FPUD of those wages, hours, and conditions of employment which are to be in effect during the period 12:01 a.m. on July 1, 2011 through 12:00 p.m. on June 30, 2015 for exempt classifications excepting the General Manager.

1. The Administrative Services Manager/Treasurer, Engineering and Planning Manager (reclassified to Assistant General Manager on January 28, 2013), Operations Manager, Human Resources Administrator, Chief System Operator, and Chief Plant Operator classifications (exempt employees) will be assigned to an exempt pay scale. A copy of which is attached (Appendix A).
2. The results of the salary survey of the benchmark classifications "Administrative Services Manager" and "Chief Plant Operator" are accepted.
3. The exempt pay scales will be increased by 2% on July 1, 2011, July 1, 2012, July 1, 2013 and July 1, 2014.
4. Exempt employee contributions to the CalPERS retirement plan shall be applied as follows:
 - a. 2% of salary effective July 22 (p.m.), 2011
 - b. 4% of salary effective first full pay period in July 2012
 - c. 6% of salary effective first full pay period in July 2013
 - d. 8% of salary effective first full pay period in July 2014
 - e. Employees hired after July 22, 2011 will pay 8% of salary into PERS effective on their hire date.
5. Exempt employees will be eligible for longevity bonuses on each exempt employee's anniversary date, or most recent promotion date, based on the same criteria listed in the FPUDEA MOU for the term ending June 30, 2015.
6. At hire, vacation accrual rates will be negotiable, up to a maximum of 208 hours (26 eight-hour days) per calendar year. Vacation rate accruals will increase by adding the negotiated years of service rate at the time of hire to actual years of service in accordance with the FPUDEA MOU for the term ending June 30, 2015, where applicable. For example, if an employee negotiates a vacation accrual rate that equals 10 years of service at the time of hire, the current FPUDEA MOU schedule has the next increase at 15 years of service. That employee would realize the vacation accrual rate of 15 years of service on the anniversary date of the fifth year of service at FPUD.
7. An employee may sell back to the District portions of unused vacation and executive leave time up to 80 hours under the following conditions:

Ranges,

ETC.

CLASSIFICATION/POSITIONS/RANGES

DECEMBER 2013

Classification	Positions	Ranges
Accountant	1	39
Accounting/Customer Service Assistant I & II	1	22 & 26
Administrative Assistant to Watermaster I & II	1	28 & 36
Administrative Office Specialist	1	25
Backflow/Cross-Connection Technician	1	28-29
Customer Service Representative I & II	2	13 & 19
Customer Service Specialist	1	24
Drought Management Coordinator	0	14
Engineering Technician I, II & III	4	26, 27 & 28/32 & 33/34 & 35
Environmental Compliance Technician	1	38-39
Equipment Mechanic	1	24
Equipment Technician	1	29-30
Foreman	3	39-42
Geographical Information Systems (GIS) Specialist	1	35
Information Systems Technician	1	35
Instrumentation and Control Specialist	1	32-35
Laboratory Technician I & II	1	32-33/35-36
Lead Plant Operator	2	34-35
Lead System Operator	1	35-36
Maintenance Electrician	1	29-33
Operations Technician	1	33-35
Plant Maintenance Worker I & II	1	18,19 & 20/21, 22, 23 & 24
Plant Operator (I-T), I, II	3	21&22/26&27/30&31
Public Affairs Specialist	1	39
Safety & Risk Administrator	1	37-39
Secretary	1	38
Systems Operator I & II	3	24&25/30&31
Utility Technician (Water and Wastewater)	6	27-31
Utility Worker I & II (Water and Wastewater)	15	18-20/21-24
Warehouse/Purchasing Specialist	1	26
Warehouse/Shop Supervisor	1	39-41
 <u>Management-(Exempt)</u>		
General Manager	1	Current contract: \$225,420/yr
Administrative Services Manager/Treasurer	1	Y
Assistant General Manager	1	Y
Operations Manager	1	T
Chief Plant Operator	1	H & I
Chief System Operator	1	H & I
Human Resources Administrator	1	O

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