

RESOLUTION 19-066

**RESOLUTION AMENDING ADOPTED
RECOMMENDED SALARY RANGES FOR NON-UNION
EMPLOYEES**

WHEREAS, Rockaway Valley Regional Sewerage Authority, (RVRSA), requested that a salary survey be conducted of all non-union employees in order to assure that RVRSA's salary structure for its non-union employees is consistent with current salary levels in the relevant, comparable job market; and

WHEREAS, the survey was conducted by RVRSA's Human Resources Consultant, and an analysis of the salaries of non-union RVRSA employees as well as the salaries of those in similar positions at sewerage authorities of comparable size to RVRSA was completed; and

WHEREAS, the results of that survey have been used to create a series of salary ranges for RVRSA's non-union job titles; and

WHEREAS, the RVRSA Board deems it to be in the public interest for these salary ranges to be adopted and used in determining the level of appropriate salary compensation for RVRSA's non-union employees.

WHEREAS, the RVRSA Board adopted Resolution 17-146 at a meeting held on December 14, 2017 adopting recommended salary ranges for non-union employees; and

WHEREAS, the RVRSA Board wishes to update and amend Resolution 17-146 as follows:

1. Amend the minimum and maximum hourly rate for Records Clerk II;
2. Add new title of Records Clerk III (hourly) with minimum hourly rate of \$25.96 and maximum hourly rate of \$28.85.
3. Amend the maximum salary for the position of Chief Financial Officer/Asst. Board Treasurer/QPA to \$130,000.
4. Amend Safety Coordinator title to Human Resources/Safety Coordinator.
5. Amend the maximum salary for the position of Engineer II to \$100,000.
6. Amend the minimum hourly rate for Engineering Intern to \$16.41 and amend the maximum hourly rate \$23.59.

NOW, THEREFORE, BE IT RESOLVED by Rockaway Valley Regional Sewerage Authority on this 11th day of July, 2019, as follows:

1. Non-union employees shall be paid in accordance with the following salary ranges:

<u>Title</u>	<u>Min</u>	<u>Max</u>
<u>Executive Director</u>	<u>\$111,000</u>	<u>\$159,000</u>
<u>Executive Secretary/Records Clerk/Asst. Board Secretary</u>	<u>\$64,458</u>	<u>\$93,132</u>
<u>Records Clerk I (hourly)</u> (35,500 to 41,200 per year)	<u>\$17.09</u>	<u>\$19.04</u>
<u>Records Clerk II (hourly)</u> (44,200 to 50,000 per year)	<u>\$21.25</u>	<u>\$24.04</u>
<u>Records Clerk III (hourly)</u> (54,000 to 60,000 per year)	<u>25.96</u>	<u>28.85</u>
<u>Manager of Engineering, P.E.</u>	<u>\$85,000</u>	<u>\$132,000</u>
<u>Chief Financial Officer/Asst. Board Treasurer/QPA</u>	<u>\$86,900</u>	<u>\$130,000</u>
<u>Benefits/Payroll Clerk/QPA/Asst. to CFO</u>	<u>\$51,000</u>	<u>\$91,000</u>
<u>Human Resources/Safety Coordinator</u>	<u>\$65,780</u>	<u>\$95,700</u>
<u>IPP Coordinator</u>	<u>\$69,792</u>	<u>\$90,188</u>
<u>IPP Inspector (hourly)</u>	<u>\$23.08</u>	<u>\$30.77</u>
<u>Plant Manager</u>	<u>\$94,000</u>	<u>\$118,183</u>
<u>Assistant Plant Manager</u>	<u>\$80,000</u>	<u>\$105,600</u>
<u>Trunk Line Manager</u>	<u>\$70,000</u>	<u>\$116,000</u>
<u>Engineer I</u>	<u>\$70,000</u>	<u>\$77,678</u>
<u>Engineer II</u>	<u>\$72,000</u>	<u>\$100,000</u>
<u>Electrical Engineer</u>	<u>\$72,000</u>	<u>\$146,820</u>
<u>Engineering Intern (hourly)</u>	<u>\$16.41</u>	<u>\$23.59</u>
<u>Laboratory Manager</u>	<u>\$62,000</u>	<u>\$119,000</u>
<u>Laboratory Technician (hourly)</u>	<u>\$24.60</u>	<u>\$42.50</u>
<u>Laboratory Intern (hourly)</u>	<u>\$16.41</u>	<u>\$23.59</u>

2. Except as described in Paragraph 3, below, the Executive Director is authorized to place each current and prospective non-union employee at the appropriate salary level within the established salary range for the employee's job title, and to adjust said employees' salary levels within the established salary ranges from time to time in accordance with established RVRSA policies, subject in each instance to the approval of the Executive Committee of the RVRSA Board. Time in service, current salary level and salary history with RVRSA, prior work experience, demonstrated record of job performance and other relevant

qualifications (*e.g.*, evaluations, extent of educational attainment, and specialized training or credentials), as well as market conditions and budgetary constraints, will be considered when determining a current or prospective employee's salary level within the established salary range for the current or prospective employee's job title.

3. Notwithstanding any other provision hereof to the contrary, the determination of the salary of the Executive Director within the Executive Director's established salary range shall be determined by, and shall be within the sole and exclusive authority of, the RVRSA Board.
4. This Resolution shall take effect immediately, and shall remain in effect until amended, modified or repealed.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the 11th day of July, 2019.

On motion of: Hector Schorno

Seconded by: John Cegelka

And a Roll Call Vote as Follows:

Yeas: (7) Cegelka, Corbett, Guadagno, Isselin, Lowell, Rossi, Schorno

Nays: (0) None

Abstain: (1) Andes

Absent: (2) Recchia, Zuppa



Michael Guadagno,
Board Secretary

