

**RESOLUTION 20-038**

**RESOLUTION AMENDING ADOPTED 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 compared to 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 recommended salary ranges for RVRSA's non-union job titles; and

**WHEREAS**, the RVRSA Board deems it to be in the public interest for these recommended 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 salary ranges for non-union employees; and

**WHEREAS**, the RVRSA Board adopted Resolution 19-066 at a meeting held on July 11, 2019, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board wishes to update and amend Resolution 19-066, to adopt and use the recommended salary guides created as a result of the salary survey described above, and also to make additional amendments as follows:

1. Add new title of Assistant Engineer I with a salary range: Min: \$60,000 and Max: \$70,000.
2. Add new title of Operations & Maintenance Shift Supervisor with a salary range: Min: \$88,000 and Max: \$99,000.
3. Remove IPP Inspector position.

**NOW, THEREFORE, BE IT RESOLVED** by Rockaway Valley Regional Sewerage Authority on this 9th day of April, 2020, 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>Assistant Engineer I</u>	<u>\$60,000</u>	<u>\$70,000</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>
<u>Operations &amp; Maintenance Shift Supervisor</u>	<u>\$88,000</u>	<u>\$99,000</u>

- 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.
5. Resolution 19-066, and the salary guides contained therein, are hereby amended in accordance with the provisions of this Resolution. The provisions of this Resolution shall control to the extent of any inconsistency between the provisions of this Resolution and those of Resolution 19-066. The salary range for the position of IPP Inspector is abolished.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the 9<sup>th</sup> day of April, 2020.

On motion of Commissioner Schorno

Seconded by Commissioner Guadagno

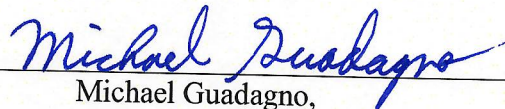
And a Roll Call Vote as Follows:

Yeas: (7) Andes, Corbett, Guadagno, Isselin, Rossi, Schorno, Zuppa

Nays: (0)

Abstain: (0)

Absent: (3) Cegelka, Farrell, Recchia



Michael Guadagno,  
Board Secretary