

RESOLUTION 22-031

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 adopted Resolution 20-038 at a meeting held on April 9, 2020, amending the salary ranges originally contained in Resolution 17-146; and

WHEREAS, the RVRSA Board adopted Resolution 21-133 at a meeting held on December 9, 2021, amending the salary ranges originally contained in Resolution 17-146; and

WHEREAS, the RVRSA Board wishes to update and amend Resolution 21-133, 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 position of Maintenance Manager/Trunkline Manager (unlicensed) with a salary range of: \$70,000.00 to \$95,000.00; (Replaces retiring Trunkline Manager)
2. Add new position of Maintenance/Trunkline Manager (licensed) with a salary range of: \$85,000.00 to \$105,000.00; (For future use after license obtained)
3. Add new position of Operations Manager with a salary range of: \$85,000.00 to \$110,000.00. (Replaces promoted Assistant Plant Manager position)

NOW, THEREFORE, BE IT RESOLVED by Rockaway Valley Regional Sewerage Authority on this 10th day of February, 2022, 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>\$19.80</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 (Position will not be filled)</u>	<u>\$80,000</u>	<u>\$107,300</u>
<u>Trunk Line Manager (Position will not be filled)</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 & Maintenance Shift Supervisor</u>	<u>\$88,000</u>	<u>\$99,000</u>
<u>Maintenance Manager/Trunkline Supervisor (unlicensed)</u>	<u>\$70,000</u>	<u>\$95,000</u>
<u>Maintenance & Trunkline Manager (licensed) (For future)</u>	<u>\$85,000</u>	<u>\$105,000</u>

Operations Manager/Backup Licensed Operator

\$85,000

\$110,000

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.
5. Resolution 21-133, 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 21-133.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the **10th day of February, 2022.**

On motion of Commissioner Schorno

Seconded by Commissioner Corbett

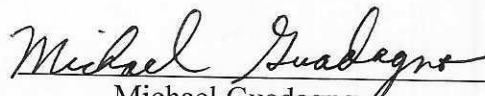
And a Roll Call Vote as Follows:

Yeas: (7) Corbett, Farrell, Guadagno, Howarth, Isselin, Schorno, and Zuppa

Nays: (0)

Abstain: (1) Laverty

Absent: (2) Andes, Cegelka



Michael Guadagno,
Board Secretary