

RESOLUTION 25-030

RESOLUTION AMENDING ADOPTED SALARY RANGES FOR NON-UNION EMPLOYEES

WHEREAS, in 2023, Rockaway Valley Regional Sewerage Authority, (RVRSA), requested that its Human Resources Consultant conduct a salary survey 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 results of the 2023 survey were used to create a series of recommended salary ranges for RVRSA's non-union job titles that the RVRSA Board implemented by way of Resolution 24-002, adopted at a meeting held on January 11, 2024; and

WHEREAS, RVRSA received an updated Salary and Benefits Report from the Association of Environmental Authorities (AEA) on October 31, 2024; and

WHEREAS, the Executive Director has recommended to the RVRSA Board's Executive Committee a general annual salary increase for 2025 of 3.5%, effective January 1, 2025, for non-union personnel, which increases would require updating the salary ranges per title established by the RVRSA Board, as well as additional salary range adjustments based upon the AEA Salary and Benefits Report that are listed in greater detail below; and

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 adopted Resolution 22-031 at a meeting held on February 10, 2022, amending the salary ranges originally contained in Resolution 17-146; and

WHEREAS, the RVRSA Board adopted Resolution 22-105 at a meeting held on November 10, 2022, amending the salary ranges originally contained in Resolution 17-146; and

WHEREAS, the RVRSA Board adopted Resolution 24-002 at a meeting held on January 11, 2024, amending the salary ranges originally contained in Resolution 17-146; and

WHEREAS, based upon the recommendation of the RVRSA Board's Executive Committee, the RVRSA Board deems it to be in the public interest and consistent with business necessity to update and amend Resolution 24-002 to adopt the updated salary survey performed by AEA, dated October 31, 2024, and also to accept the Executive Director's recommendations listed below:

1. Annual increase for 2025 of 3.5%, effective January 1, 2025, for non-union personnel, not to exceed the maximum salary or wage rates (as applicable) for the applicable job titles; and
2. In addition to annual increase of 3.5% and Merit Payment, to further increase the annual salary for Industrial Pretreatment Coordinator by an additional \$5,000.00; and
3. In addition to annual increase of 3.5% and Merit Payment, to further increase the annual salary for Trunkline Supervisor/Maintenance Manager by an additional \$5,000.00; and
4. Adjust Maximum salary range for Engineer II to \$115,000.00; and
5. Adjust Maximum salary range for Manager of Engineering to \$145,000.00; and
6. Adjust Maximum salary range for O&M Shift Operator to \$108,000.00; and
7. Adjust Maximum salary range for Engineer I to \$89,000.00; and
8. Adjust Maximum salary range for Executive Director to \$180,000.00; and
9. Adjust Maximum salary range for Operations Manager/Back-up Licensed Operator to \$125,000.00; and
10. Adjust Maximum salary range for Industrial Pretreatment (IPP) Coordinator to \$109,000.00; and
11. Adjust Maximum salary range for Plant Manager/Licensed Operator to \$132,000.00; and
12. Adjust Maximum salary range for Trunkline Supervisor/Maintenance Manager to \$104,000.00; and
13. Adjust Maximum salary range for CMFO/QPA/RPPS/Asst. Board Treasurer to \$145,000.00.

NOW, THEREFORE, BE IT RESOLVED by Rockaway Valley Regional Sewerage Authority on this 13th day of February 2025, 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>
Executive Director	\$111,000	\$180,000
Executive Secretary/Records Clerk/Asst. Board Secretary	\$64,458	\$93,132
Records Clerk I (hourly) (35,500 to 41,200 per year)	\$19.50	\$22.64
Records Clerk II (hourly) (44,200 to 50,000 per year)	\$24.29	\$24.47
Records Clerk III (hourly) (54,000 to 60,000 per year)	\$29.67	\$32.97
Manager of Engineering, P.E.	\$85,000	\$145,000
Chief Financial Officer/QPA/ RPPS/Asst. Board Treasurer	\$86,900	\$145,000
Benefits/Payroll Clerk/QPA/Asst. to CFO	\$51,000	\$91,000

Human Resources/Safety Coordinator	\$65,780	\$95,700
IPP Coordinator	\$69,792	<u>\$109,000</u>
Assistant Engineer I	\$60,000	\$70,000
Plant Manager/Licensed Operator	\$94,000	<u>\$132,000</u>
Operations Manager/Back up Licensed Operator	\$104,000	<u>\$125,000</u>
Trunkline Supervisor/Maintenance Manager	\$80,000	<u>\$104,000</u>
Assistant Plant Manager	\$80,000	\$107,300
Trunk Line Manager	\$70,000	\$116,000
Engineer I	\$70,000	<u>\$89,000</u>
Engineer II	\$72,000	<u>\$115,000</u>
Electrical Engineer	\$72,000	\$146,820
Engineering Intern (hourly)	\$16.41	\$23.59
Laboratory Manager/QA Officer	\$62,000	\$119,000
Laboratory Technician (hourly) (\$49,750 to \$77,350)	\$27.335	\$42.50
Laboratory Intern (hourly)	\$16.41	\$23.59
Operations & Maintenance Shift Supervisor	\$88,000	<u>\$108,000</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/wage level within the established salary/wage range for the employee's job title, and to adjust said employees' salary/wage levels within the established salary/wage 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 and 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/wage level within the established salary/wage 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. All non-union employees of RVRSA shall have their salary or wage rates, as applicable, increased by 3.5% effective and retroactive to January 1, 2025, not to exceed the maximum salary/wage rates for the employees' respective job titles set forth in Paragraph 1, above.
5. This Resolution shall take effect immediately, and shall remain in effect until amended, modified, or repealed.
6. Resolution 24-002, 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 24-002.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the **13th day of February 2025**.

On motion of Commissioner Schorno Seconded by Commissioner Farrell

And a Roll Call Vote as follows:

Yeas: (7) Andes, Cegelka, Farrell, Howarth, Isselin, Schorno and Sheehy.

Nays: (0) None

Abstain: (0) None

Absent: (3) Corbett, Lavery, and Zuppa.



Donald Farrell, Board Secretary