

RESOLUTION NO. 09-42 OF THE BOARD OF DIRECTORS OF HELIX WATER DISTRICT ESTABLISHING CLASSIFICATIONS AND MONTHLY RATES OF PAY FOR HELIX WATER DISTRICT EMPLOYEES EFFECTIVE JULY 1, 2009, AND RESCINDING RESOLUTION 08-21.

BE IT AND IT IS HEREBY RESOLVED by the Board of Directors of Helix Water District that for the period July 1, 2009, through June 30, 2010 and continuing thereafter at the pleasure of the Board of Directors of this Water District, the employment classifications required for the operation of the District, and the standard monthly rates of compensation therefore, be and they are established as follows, to wit:

SALARY RANGES

RANGE	A	B	C	D	E	F	G	H	I	J	K
01	2860	2932	3003	3078	3153	3232	3311	3394	3476	3563	3650
02	3003	3078	3153	3232	3311	3394	3476	3563	3650	3741	3833
03	3153	3232	3311	3394	3476	3563	3650	3741	3833	3928	4024
04	3311	3394	3476	3563	3650	3741	3833	3928	4024	4125	4226
05	3476	3563	3650	3741	3833	3928	4024	4125	4226	4331	4437
06	3650	3741	3833	3928	4024	4125	4226	4331	4437	4548	4659
07	3833	3928	4024	4125	4226	4331	4437	4548	4659	4775	4892
08	4024	4125	4226	4331	4437	4548	4659	4775	4892	5014	5136
09	4226	4331	4437	4548	4659	4775	4892	5014	5136	5265	5393
10	4437	4548	4659	4775	4892	5014	5136	5265	5393	5528	5663
11	4659	4775	4892	5014	5136	5265	5393	5528	5663	5804	5946
12	4892	5014	5136	5265	5393	5528	5663	5804	5946	6094	6243
13	5136	5265	5393	5528	5663	5804	5946	6094	6243	6399	6555
14	5393	5528	5663	5804	5946	6094	6243	6399	6555	6719	6883
15	5663	5804	5946	6094	6243	6399	6555	6719	6883	7055	7227
16	5946	6094	6243	6399	6555	6719	6883	7055	7227	7408	7588
17	6243	6399	6555	6719	6883	7055	7227	7408	7588	7778	7968
18	6555	6719	6883	7055	7227	7408	7588	7778	7968	8167	8366
19	6883	7055	7227	7408	7588	7778	7968	8167	8366	8575	8785
20	7227	7408	7588	7778	7968	8167	8366	8575	8785	9004	9224
21	7588	7778	7968	8167	8366	8575	8785	9004	9224	9454	9685
22	7968	8167	8366	8575	8785	9004	9224	9454	9685	9927	10169
23	8366	8575	8785	9004	9224	9454	9685	9927	10169	10423	10678
24	8785	9004	9224	9454	9685	9927	10169	10423	10678	10945	11212
25	9224	9454	9685	9927	10169	10423	10678	10945	11212	11492	11772
26	9685	9927	10169	10423	10678	10945	11212	11492	11772	12066	12361
27	10169	10423	10678	10945	11212	11492	11772	12066	12361	12670	12979

**HELIX WATER DISTRICT
PERSONNEL CLASSIFICATION SCHEDULE
JULY 1, 2009**

CLASSIFICATION	SALARY RANGE	MONTHLY PAY RANGES		
ACCOUNTANT	12	4892	-	6243
ACCOUNTANT, SENIOR	15	5663	-	7227
ACCOUNTING TECHNICIAN	08	4024	-	5136
ADMINISTRATIVE ASSISTANT I	06	3650	-	4659
ADMINISTRATIVE ASSISTANT II	08	4024	-	5136
BIOLOGIST	14	5393	-	6883
BOARD SECRETARY	17	6243	-	7968
BOARD SECRETARY, ASSISTANT	10	4437	-	5663
CATHODIC PROTECTION TECHNICIAN	10	4437	-	5663
CHEMIST, SENIOR	16	5946	-	7588
COMPUTER OPERATIONS TECHNICIAN	12	4892	-	6243
CONSTRUCTION MANAGER	21	7588	-	9685
CORROSION SPECIALIST	13	5136	-	6555
CROSS CONNECTION CONTROL COORDINATOR	12	4892	-	6243
CUSTODIAN	01	2860	-	3650
CUSTOMER SERVICE MANAGER	20	7227	-	9224
CUSTOMER SERVICE REPRESENTATIVE I	05	3476	-	4437
CUSTOMER SERVICE REPRESENTATIVE II	08	4024	-	5136
CUSTOMER SERVICE SUPERVISOR	13	5136	-	6555
DIRECTOR OF ADMINISTRATIVE SERVICES	27	10169	-	12979
DIRECTOR OF ENGINEERING	27	10169	-	12979
DIRECTOR OF FIELD OPERATIONS/DISTRIB	27	10169	-	12979
DIRECTOR OF WATER QUALITY/SYSTEM OP	27	10169	-	12979
ENGINEER, ASSISTANT	15	5663	-	7227
ENGINEER, ASSOCIATE	17	6243	-	7968
ENGINEER, CIVIL	21	7588	-	9685
ENGINEER, PRINCIPAL	24	8785	-	11212
ENGINEERING AIDE	07	3833	-	4892
ENGINEERING DESIGN ASSOCIATE	15	5663	-	7227
ENGINEERING TECHNICIAN	10	4437	-	5663
ENGINEERING TECHNICIAN, SENIOR	12	4892	-	6243
EQUIPMENT MAINTENANCE COORDINATOR	11	4659	-	5946
EQUIPMENT OPERATOR I	05	3476	-	4437
EQUIPMENT OPERATOR II	08	4024	-	5136
EQUIPMENT OPERATOR III	10	4437	-	5663
EQUIPMENT REPAIR TECHNICIAN	09	4226	-	5393
FACILITY LOCATION/SURVEY TECHNICIAN	09	4226	-	5393
FACILITY MAINTENANCE TECHNICIAN	09	4226	-	5393
FIELD OPERATIONS & DISTRIBUTION MGR	21	7588	-	9685
FIELD SERVICES COORDINATOR	11	4659	-	5946
FIELD SUPERVISOR I	14	5393	-	6883
FIELD SUPERVISOR II	16	5946	-	7588
FINANCE MANAGER	21	7588	-	9685
GENERAL MANAGER	Z	BOARD TO DETERMINE		
GIS PROGRAMMER/ANALYST	21	7588	-	9685
GIS SPECIALIST	13	5136	-	6555

CLASSIFICATION	SALARY RANGE	MONTHLY PAY RANGES		
GIS TECHNICIAN I	08	4024	-	5136
GIS TECHNICIAN II	10	4437	-	5663
HUMAN RESOURCES ANALYST	13	5136	-	6555
HUMAN RESOURCES ANALYST, SENIOR	16	5946	-	7588
HUMAN RESOURCES MANAGER	20	7227	-	9224
HUMAN RESOURCES TECHNICIAN I	06	3650	-	4659
HUMAN RESOURCES TECHNICIAN II	08	4024	-	5136
INFO & PROCESS SYSTEMS SUPERVISOR	20	7227	-	9224
INFORMATION SERVICES MANAGER	24	8785	-	11212
INSPECTOR I	10	4437	-	5663
INSPECTOR II	13	5136	-	6555
INSPECTOR III	15	5663	-	7227
INSTRU/ELECTRICAL TECHNICIAN	11	4659	-	5946
INSTRU/ELECTRICAL TECHNICIAN, SENIOR	15	5663	-	7227
MAINTENANCE RANGER	01	2860	-	3650
MAINTENANCE RANGER, SENIOR	03	3153	-	4024
MECHANICAL SYSTEM TECHNICIAN I	09	4226	-	5393
MECHANICAL SYSTEM TECHNICIAN II	12	4892	-	6243
METER MAINTENANCE TECHNICIAN, SENIOR	10	4437	-	5663
METER READER I	03	3153	-	4024
METER READER II	06	3650	-	4659
METER REPLACEMENT TECHNICIAN	03	3153	-	4024
METER SERVICES FIELD REPRESENTATIVE	07	3833	-	4892
NETWORK ADMINISTRATOR	14	5393	-	6883
NETWORK SUPPORT SPECIALIST	13	5136	-	6555
NETWORK SUPPORT TECHNICIAN	10	4437	-	5663
OPERATIONS CENTER COORDINATOR	10	4437	-	5663
OPERATIONS & MAINTENANCE TECHNICIAN	07	3833	-	4892
OPERATIONS AND CONSTRUCTION MANAGER	23	8366	-	10678
OPERATIONS SUPPORT SUPERVISOR	15	5663	-	7227
PLANT OPERATIONS SUPERVISOR	18	6555	-	8366
PLANT OPERATOR I	10	4437	-	5663
PLANT OPERATOR II	12	4892	-	6243
PLANT OPERATOR III	14	5393	-	6883
PLANT OPERATOR TRAINEE	08	4024	-	5136
PROGRAMMER ANALYST	21	7588	-	9685
PUBLIC AFFAIRS REP	11	4659	-	5946
PUBLIC AFFAIRS REP, SENIOR	14	5393	-	6883
PUBLIC AFFAIRS MANAGER	17	6243	-	7968
RESERVOIR RECREATION RANGER	13	5136	-	6555
ROW AGENT I	10	4437	-	5663
ROW AGENT II	12	4892	-	6243
ROW AGENT/ENVIRON ANALYST, SENIOR	15	5663	-	7227
SAFETY/RISK ADMINISTRATOR	18	6555	-	8366
SAFETY TECHNICIAN I	08	4024	-	5136
SAFETY TECHNICIAN II	10	4437	-	5663
SENIOR SYSTEMS ADMINISTRATOR	21	7588	-	9685
SURVEY PARTY CHIEF	15	5663	-	7227
SURVEY TECHNICIAN, SENIOR	12	4892	-	6243
SYSTEM OPERATIONS MANAGER	21	7588	-	9685
SYSTEM OPERATIONS SUPERVISOR	18	6555	-	8366
SYSTEM OPERATOR I	08	4024	-	5136

CLASSIFICATION	SALARY RANGE	MONTHLY PAY RANGES		
SYSTEM OPERATOR II	11	4659	-	5946
SYSTEM OPERATOR, SENIOR	13	5136	-	6555
UTILITY CREW CHIEF	13	5136	-	6555
UTILITY CREW MEMBER I	05	3476	-	4437
UTILITY CREW MEMBER II	07	3833	-	4892
UTILITY CREW MEMBER III	09	4226	-	5393
VALVE MAINTENANCE TECHNICIAN I	05	3476	-	4437
VALVE MAINTENANCE TECHNICIAN II	07	3833	-	4892
VALVE MAINTENANCE TECHNICIAN III	09	4226	-	5393
WAREHOUSE & MATERIALS COORDINATOR	10	4437	-	5663
WAREHOUSE ASSISTANT	06	3650	-	4659
WATER CONSERVATION SPECIALIST	13	5136	-	6555
WATER CONSERVATION TECHNICIAN	09	4226	-	5393
WATER TREATMENT PLANT MANAGER	21	7588	-	9685
WELDER	10	4437	-	5663

In addition to the above salary ranges, individuals who are assigned the following duties will receive the designated additional pay:

Standby Pay	211.91 / Week
Standby Holiday Pay	97.36 / Holiday
System Standby Pay	30.27 / Day
Shift Differential	5%
Car Allowance - General Manager	600.00 / Month in lieu of District vehicle
Car Allowance - Department Director	500.00 / Month in lieu of District vehicle

Out-of-Class Pay:

Where an employee is temporarily assigned tasks outside his/her classification for the convenience of the District for a period exceeding 80 hours, he/she shall be paid at least 5% above his/her regular job rate, but no more than 15%, at the discretion of the General Manager, or he/she shall be paid at the A step of the class in which he/she is working out-of-class, whichever is higher, and for that time and for the period he/she continues in the new assignment.

BE IT FURTHER RESOLVED that in addition to the foregoing standard rates of compensation, the District will contribute, in addition to those contributions required by PERS to be paid by the Employer, eight (8.0) percent of an employee's salary on behalf of the employee to PERS. Such a contribution made by the District is what is normally referred to as "Employee Contribution" and is paid by the District in lieu of the employee's obligation to contribute eight percent of salary to PERS. Employee has no option to receive the contributed amounts directly instead of having them paid by the District to PERS, except as hereafter specifically provided. The employee must pay any increases in the employee contribution above the current eight percent level, as a result of action by PERS, the courts, or the state legislature.

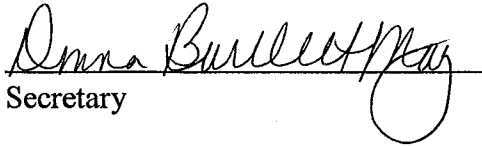
PASSED, ADOPTED, AND APPROVED this 3rd day of June 2009, by the following vote:

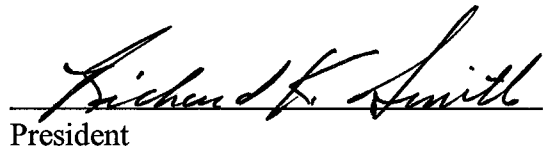
AYES: Directors Smith, Verbeke, Linden, Hedberg, and Muse

NOES: None

ABSENT: None

ATTEST:


Secretary


President

Post:

Administrative Office, Operations Center, Treatment Plant
DC/DCManagers/DCStaff
Human Resources
Central Vault File

