

# **BAY AREA AIR QUALITY MANAGEMENT DISTRICT**

## **Resolution No. 2024 – 05**

### **A Resolution of the Board of Directors of the Bay Area Air Quality Management District to Approve the Budget for the Fiscal Year Ending June 30, 2025, (FY 2024-2025) and Various Budget-Related Actions**

WHEREAS, the Board of Directors of the Bay Area Air Quality Management District (Air District) has the statutory authority and direction to adopt the Air District's financial budget pursuant to Health & Safety Code Sections 40130 and 40131;

WHEREAS, by Resolution No. 2023-07, the Board of Directors adopted the Air District Budget for Fiscal Year (FY) 2023-2024 on June 7, 2023, pursuant to the above-mentioned statutory authority;

WHEREAS, the Board of Directors, in connection with that action, approved the following budget-related actions:

- A. Transfer Funds from Encumbered Balance of Appropriations to the Next Fiscal Year for Continuation of Projects/Programs
- B. Transfer Funds from Unencumbered Balance of Appropriations to the General Reserve;
- C. Fund the General Reserve from Year to Year;
- D. Authorize Disposal of Surplus Government Property;
- E. Approve Salary Ranges for District Employees;
- F. Approve Funding for CalPERS Pension Benefits and Other Post-Employment Benefits for FY 2023-2024; and
- G. Adopt Air District Budget for FY 2023-2024.

WHEREAS, Air District staff has determined through its annual budget review and analysis that similar actions are necessary in connection with the adoption of a budget for FY 2024-2025 and that all of these actions should be incorporated into a single resolution;

WHEREAS, the Finance and Administration Committee of the Board of Directors reviewed the proposed FY 2024-2025 Air District Budget at public meetings held on March 20, 2024, and April 17, 2024, and recommended that the Board of Directors approve as submitted;

WHEREAS, an initial public hearing was duly noticed and held on May 1, 2024, at a Special Meeting of the Board of Directors held pursuant to Health & Safety Code Section 40131, for the exclusive purpose of reviewing the Air District's proposed FY 2024-2025 Budget and of providing the public with an opportunity to comment upon the proposed Air District Budget;

WHEREAS, at the May 17, 2023, Special Meeting of the Board of Directors, the Proposed FY 2024-2025 Air District Budget was set for a further hearing and proposed adoption at the Regular Meeting of the Board of Directors to be held on June 5, 2024;

WHEREAS, in connection with the public hearing and consideration of the Proposed FY 2024-2025 Air District Budget on June 5, 2024, the Board of Directors takes the following actions and adopts the following resolutions related to the FY 2024-2025 District Budget:

**A. CARRY FORWARD ENCUMBERED BALANCE OF APPROPRIATIONS TO THE NEXT FISCAL YEAR FOR CONTINUATION OF PROJECTS/PROGRAMS NOT COMPLETED IN THE CURRENT FISCAL YEAR**

WHEREAS, the Air District Budget for FY 2023-2024 has appropriated funds committed for projects/programs not completed in the current fiscal year that will carry over to the next fiscal year;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby directs Air District staff, that in the event there is encumbered balance of appropriations from FY 2023-2024 for continuation of projects/programs, to transfer such appropriations to the FY 2024-2025 budget as needed for completion of such projects/programs;

**B. TRANSFER FUNDS FROM UNENCUMBERED BALANCE OF APPROPRIATIONS TO THE GENERAL RESERVE**

WHEREAS, the Proposed Air District Budget provides sufficient funds for the operation of the Air District for FY 2024-2025;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby directs Air District staff, that in the event there is an unencumbered balance of appropriations from FY 2023-2024, to transfer such excess balance to the General Reserve.

**C. CONTINUE TO FUND THE GENERAL RESERVE FROM YEAR TO YEAR, WITH MODIFICATIONS TO THE NAME AND PURPOSE OF CERTAIN DESIGNATED RESERVE FUNDS**

WHEREAS, the Board of Directors on June 12, 1958, created a General Reserve in the Air District's budget and transferred certain funds into it;

WHEREAS, the Air District has operated for much of its existence with a General Reserve in its fiscal year budget;

WHEREAS, the Board of Directors finds that maintaining a healthy and properly funded General Reserve in the Air District's budget is a prudent and financially sound decision;

WHEREAS, the Air District's Economic Contingency Reserve Policy, adopted by the Board of Directors on May 1, 2024, establishes a policy to maintain an economic contingency reserve in a range between 25% to 35% of the General Fund Budget;

WHEREAS, in addition to the Economic Contingency Designation, the proposed FY 2024-2025 Budget includes modifications to the name and purpose of certain Designated Reserve Funds;

NOW THEREFORE, BE IT FURTHER RESOLVED that the General Reserve be continued for FY 2024-2025, with the modifications to Designated Reserve Funds as specified in the FY 2024-2025 Budget, and that it be continued thereafter until discontinued by resolution of the Board of Directors.

**D. AUTHORIZATION TO TRANSFER BUDGET BETWEEN ACCOUNTS TO CARRY OUT THE BUSINESS OF THE DISTRICT**

WHEREAS, the Board of Directors desires gives the Executive Officer/APCO authority to make administrative budget transfers as necessary to carry out the business of the District, so long as there is no funding source incompatibility and provided these adjustments do not increase the overall budget appropriation of the FY 2024-2025 Air District General Fund Budget;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby authorizes the Executive Officer/APCO, or their designee, to:

1. Make necessary administrative budget adjustments to transfer budget funds between certain accounts, so long as there is no funding source incompatibility and provided these adjustments do not increase the overall budget appropriation of the FY 2024-2025 Air District General Fund Budget;
2. Transfer personnel positions from one program to another and transfer the pertinent budgeted funds between personnel accounts, provided that the Executive Officer/APCO shall report such transfers to the Board of Directors;
3. Transfer Limited-Term Contract Employees (LTCE) Reserve Designations to the General Fund's personnel accounts to fund the approved LTCE staffing recommendations; and
4. Transfer services and supplies accounts between operating accounts and programs within the General Fund, so long as the transfers are not between the operating and capital accounts, which requires the Board of Directors' approval.

**E                                    AUTHORIZE DISPOSAL OF SURPLUS GOVERNMENT  
PROPERTY**

WHEREAS, the Air District Budget for FY 2024-2025 provides for the replacement of certain equipment and other property that either has become obsolete and surplus or will become obsolete and surplus;

WHEREAS, Air District staff has determined that certain equipment or other property will no longer be economically feasible to maintain or repair, and that some equipment will become obsolete and not useful for Air District purposes;

WHEREAS, from time to time during the course of the coming fiscal year it may be advantageous to the Air District to sell or dispose of such equipment or other property;

WHEREAS, in the judgment of the Board of Directors, such surplus or obsolete equipment or other property is no longer required for the purposes of the Air District;

WHEREAS, the Board of Directors desires to authorize the Executive Officer/APCO, or their designee, to sell or dispose of such surplus or obsolete equipment or other property pursuant the authority provided in Health & Safety Code section 40701(e);

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Executive Officer/APCO, or their designee, to sell or dispose of surplus or obsolete equipment or other property during FY 2024-2025 in a public manner and in accordance with governmental best practices, with all proceeds or compensation therefore to be paid into the General Fund of the Air District.

**F.                                    ADOPT SALARY RANGES AND BENEFITS PACKAGE  
FOR AIR DISTRICT EMPLOYEES**

WHEREAS, the Board of Directors establishes salary ranges and classifications for Air District employees, as well as employment-related benefits for those employees;

WHEREAS, the current Memorandum of Understanding (“MOU”) with the Bay Area Air Quality Management District Employees’ Association, Inc. (“EA”), the recognized employee organization of the Air District, is in effect through June 30, 2025, and provides for salary ranges and benefits for represented employees for the FY 2024-2025 period;

WHEREAS, the Board of Directors desires to establish salary ranges and benefits for confidential and management employees, who are not represented by the EA and are not covered by the MOU, and desires to apply similar provisions for those non-represented employees as apply to represented employees under the MOU;

WHEREAS, the FY 2024-2025 salary schedule attached hereto reflects a 4.5% general wage increase to the salary ranges for represented and non-represented employees (except where otherwise required by contracts with individual employees);

WHEREAS, the FY 2024-2025 salary schedule attached hereto reflects a 3.3% general wage increase for the Executive Officer/APCO and the General Counsel positions, effective July 1, 2024, as required under the separate, independent employment agreements between the Air District and its Executive Officer/APCO and General Counsel, and based on the California Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco Bay Area;

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors adopts the attached FY 2024-2025 salary schedule and FY 2024-2025 Employee Benefits as outlined in the attached statement of benefits for represented, confidential and management.

**G. APPROVE FUNDING FOR PENSION BENEFITS AND OTHER POST-EMPLOYMENT BENEFITS (OPEB) FOR FY 2024-2025**

WHEREAS, in December 2022, the Board of Directors adopted a policy of prefunding its OPEB and Pension benefit plans by contributing up to \$5 million (\$4M to OPEB and \$1M to Pension) in discretionary funding annually towards achieving a minimum 90% funded target level;

WHEREAS, based on the most recent actuarial valuations, the OPEB plan has reached its target funded level at 92% and the pension plan is below the target funded level at 74%;

WHEREAS, the funding policy also states that the Board of Directors can redirect the \$4 million discretionary funds from OPEB upon reaching its funded target to the 115 Pension Trust with California Employers' Pension Prefunding Trust (CEPPT);

NOW, THEREFORE, BE IT FURTHER RESOLVED that as a part of the FY 2024-2025 Proposed Budget, the Board of Directors hereby authorizes and directs staff to redirect the \$4 million in OPEB discretionary funding to the CEPPT pension trust for a total of \$5 million for the continuation of prefunding the Air District's Pension plan.

**H. ADOPT AIR DISTRICT BUDGET FOR FY 2024-2025**

WHEREAS, on May 1, 2024, and June 5, 2024, public proceedings have been held in the manner and form required by Health & Safety Code Section 40131 for the adoption of the FY 2024-2025 Budget of the Bay Area Air Quality Management District;

WHEREAS, the Board of Directors has considered the Proposed FY 2024-2025 Air District Budget, as well as the recommendation to adopt this Proposed Budget from the Finance and Administration Committee of the Board of Directors, which considered the Proposed Budget at its meetings of March 20, 2024, and April 17, 2024;

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Proposed Air District Budget for Fiscal Year 2024-2025, in the total consolidated amount of Two Hundred Ninety-One Million, One Hundred Eleven Thousand, Seven Hundred and Twenty Four Dollars (\$291,111,724), specifying by appropriation classification funding levels for personnel, services and supplies, capital outlay, program distributions and transfers, is hereby adopted by the Board of Directors of the Bay Area Air Quality Management District to become effective as of July 1, 2024.

The foregoing resolution was duly and regularly introduced, passed and adopted at a regular meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of DIRECTOR GONZALEZ, seconded by DIRECTOR HUDSON, on the 5<sup>th</sup> day JULY 2024, by the following vote of the Board:

AYES: KEN CARLSON, NOELIA CORZO, JOELLE GALLAGHER, JOHN GIOIA, JUAN GONZALEZ, ERIN HANNIGAN, DAVID HAUBERT, LYNDY HOPKINS, DAVID HUDSON, DAVINA HURT, TYRONE JUE, OTTO LEE, NATE MILEY, KATIE RICE, MARK ROSS, MARK SALINAS, VICKI VEENKER, SHAMANN WALTON, STEVE YOUNG.

NOES: NONE.

ABSTAIN: NONE.

ABSENT: MARGARET ABE-KOGA, BRIAN BARNACLE, SERGIO LOPEZ, RAY MUELLER.



DAVINA HURT  
Chairperson of the Board of Directors

ATTEST:

MARCY HIRATZKA  
Clerk of the Boards

**BAY AREA AIR QUALITY MANAGEMENT DISTRICT**  
**SALARY SCHEDULE FOR MANAGEMENT AND CONFIDENTIAL CLASSES**  
 Annually/Monthly/Bi-weekly/Hourly effective July 14, 2024

**ID-JDE MANAGEMENT**

**Per Employment Agreement**

1B101 Executive Officer/Air Pollution Control Officer*	401321.00 33443.38 15435.41 192.94
1B102 Counsel*	350174.35 29181.20 13468.24 168.35

**ID-JDE MANAGEMENT**

	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
3M101 Air Monitoring Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M102 Air Quality Engineering Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M103 Air Quality Planning Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M104 Air Quality Program Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
8M101 Assistant Counsel I	149M	166409.18 13867.43 6400.35 80.00	174729.63 14560.80 6720.37 84.00	183466.12 15288.84 7056.39 88.20	192639.42 16053.29 7409.21 92.62	202271.39 16855.95 7779.67 97.25
7M101 Assistant Counsel II	153M	186655.57 15554.63 7179.06 89.74	195988.35 16332.36 7538.01 94.23	205787.77 17148.98 7914.91 98.94	216077.15 18006.43 8310.66 103.88	226881.01 18906.75 8726.19 109.08
3M121 Assistant Manager	147M	161240.10 13436.67 6201.54 77.52	169302.10 14108.51 6511.62 81.40	177767.21 14813.93 6837.20 85.47	186655.57 15554.63 7179.06 89.74	195988.35 16332.36 7538.01 94.23

\*Effective July 1, 2024 per employment agreement

<b>ID-JDE MANAGEMENT(CONTINUED)</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
3M117 Audit & Special Projects Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M105 Business Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
2M111 Communications Officer	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
1M101 Deputy Air Pollution Control Officer	160M	221413.20 18451.10 8515.89 106.45	232483.86 19373.65 8941.69 111.77	244108.05 20342.34 9388.77 117.36	256313.45 21359.45 9858.21 123.23	269129.12 22427.43 10351.12 129.39
1M102 Deputy Executive Officer	169M	275775.29 22981.27 10606.74 132.58	289564.05 24130.34 11137.08 139.21	304042.26 25336.85 11693.93 146.17	319244.37 26603.70 12278.63 153.48	335206.59 27933.88 12892.56 161.16
2M110 Director/Officer	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M101 Director of Administration	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M102 Director of Enforcement	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M103 Director of Engineering	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M108 Director of Strategic Incentives	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M104 Director of Information Services	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58



<b>ID-JDE MANAGEMENT(CONTINUED)</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
2M105 Director of Planning and Research	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
2M107 Director of Technical Services	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
3M119 Engineering Project Processing Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M113 Executive Operations Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M107 Finance Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M106 Fleet and Facilities Manager	134M	117420.15 9785.01 4516.16 56.45	123291.15 10274.26 4741.97 59.27	129455.71 10787.98 4979.07 62.24	135928.50 11327.37 5228.02 65.35	142724.92 11893.74 5489.42 68.62
2M111 Health Officer	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
3M118 Human Resources Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M108 Human Resources Officer	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58
3M109 Information Systems Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
2M109 Information Technology Officer	156M	199502.44 16625.20 7673.17 95.91	209477.56 17456.46 8056.83 100.71	219951.44 18329.29 8459.67 105.75	230949.01 19245.75 8882.65 111.03	242496.46 20208.04 9326.79 116.58

<b>ID-JDE MANAGEMENT(CONTINUED)</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
3M110 Manager (Laboratory)	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M120 Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M115 Manager of Executive Operations	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M111 Meteorology and Data Analysis Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
3M112 Research and Modeling Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
6M101 Senior Assistant Counsel	157M	205787.77 17148.98 7914.91 98.94	216077.15 18006.43 8310.66 103.88	226881.01 18906.75 8726.19 109.08	238225.06 19852.09 9162.50 114.53	250136.32 20844.69 9620.63 120.26
6M102 Senior Policy Advisor	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55
8M102 Staff Attorney	145M	153562.00 12796.83 5906.23 73.83	161240.10 13436.67 6201.54 77.52	169302.10 14108.51 6511.62 81.40	177767.21 14813.93 6837.20 85.47	186655.57 15554.63 7179.06 89.74
3M116 Strategic Facilities Planning Manager	148M	165221.94 13768.49 6354.69 79.43	173483.03 14456.92 6672.42 83.41	182157.18 15179.77 7006.05 87.58	191265.04 15938.75 7356.35 91.95	200828.30 16735.69 7724.17 96.55

ID-JDE	CONFIDENTIAL	Range	Step A	Step B	Step C	Step D	Step E
8C006	Administrative Assistant I (Confidential)	114	69986.20 5832.18 2691.78 33.65	73485.51 6123.79 2826.37 35.33	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90
7C009	Administrative Assistant II (Confidential)	118	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09
7C007	Administrative Secretary (Confidential)	118	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09
5C101	Clerk of the Boards	132	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45
4C102	Principal Cybersecurity Analyst	139	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26	149089.32 12424.11 5734.20 71.68	156543.79 13045.32 6020.91 75.26
8C005	Executive Assistant I	128	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55
7C008	Executive Assistant II	132	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45
8C004	Executive Secretary I	128	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55
7C001	Executive Secretary II	132	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45
8C101	Human Resources Analyst I	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
7C103	Human Resources Analyst II	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62
8C001	Human Resources Technician I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71

ID-JDE	CONFIDENTIAL(CONTINUED)	Range	Step A	Step B	Step C	Step D	Step E
7C002	Human Resources Technician II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
7C003	Legal Intern	124	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20
7C003	Legal Office Services Specialist	124	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20
8C002	Legal Secretary I	116	73485.51 6123.79 2826.37 35.33	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94
7C004	Legal Secretary II	120	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35
8C003	Office Assistant I (HR)	104	54836.02 4569.67 2109.08 26.36	57577.82 4798.15 2214.53 27.68	60456.71 5038.06 2325.26 29.07	63479.54 5289.96 2441.52 30.52	66653.52 5554.46 2563.60 32.04
7C005	Office Assistant II (HR)	108	60456.71 5038.06 2325.26 29.07	63479.54 5289.96 2441.52 30.52	66653.52 5554.46 2563.60 32.04	69986.20 5832.18 2691.78 33.65	73485.51 6123.79 2826.37 35.33
7C102	Paralegal	124	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20
4C101	Principal Human Resources Analyst	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
6C002	Senior Executive Assistant	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62
6C001	Senior Executive Secretary	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62

**ID-JDE CONFIDENTIAL(CONTINUED)**

	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
6C103 Senior Payroll Analyst	138	125685.16	131969.41	138567.88	145496.28	152771.09
		10473.76	10997.45	11547.32	12124.69	12730.92
		4834.04	5075.75	5329.53	5596.01	5875.81
		60.43	63.45	66.62	69.95	73.45
6C102 Senior Human Resources Analyst	138	125685.16	131969.41	138567.88	145496.28	152771.09
		10473.76	10997.45	11547.32	12124.69	12730.92
		4834.04	5075.75	5329.53	5596.01	5875.81
		60.43	63.45	66.62	69.95	73.45

**BAY AREA AIR QUALITY MANAGEMENT DISTRICT**  
**SALARY SCHEDULE FOR TECHNICAL/GENERAL AND PROFESSIONAL EMPLOYEES**

Effective July 14, 2024 per Memorandum of Understanding effective July 1, 2023

<b>ID-JDE PROFESSIONAL</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
7P001 Accountant I	130	103401.49	108571.56	114000.14	119700.15	125685.16
		8616.79	9047.63	9500.01	9975.01	10473.76
		3976.98	4175.83	4384.62	4603.85	4834.04
		49.71	52.20	54.81	57.55	60.43
7P014 Accountant II	134	114000.14	119700.15	125685.16	131969.41	138567.88
		9500.01	9975.01	10473.76	10997.45	11547.32
		4384.62	4603.85	4834.04	5075.75	5329.53
		54.81	57.55	60.43	63.45	66.62
7P002 Advanced Projects Advisor	144	145496.28	152771.09	160409.65	168430.13	176851.64
		12124.69	12730.92	13367.47	14035.84	14737.64
		5596.01	5875.81	6169.60	6478.08	6801.99
		69.95	73.45	77.12	80.98	85.02
8P001 Air Quality Chemist I	130	103401.49	108571.56	114000.14	119700.15	125685.16
		8616.79	9047.63	9500.01	9975.01	10473.76
		3976.98	4175.83	4384.62	4603.85	4834.04
		49.71	52.20	54.81	57.55	60.43
7P003 Air Quality Chemist II	134	114000.14	119700.15	125685.16	131969.41	138567.88
		9500.01	9975.01	10473.76	10997.45	11547.32
		4384.62	4603.85	4834.04	5075.75	5329.53
		54.81	57.55	60.43	63.45	66.62
8P002 Air Quality Engineer I	132	108571.56	114000.14	119700.15	125685.16	131969.41
		9047.63	9500.01	9975.01	10473.76	10997.45
		4175.83	4384.62	4603.85	4834.04	5075.75
		52.20	54.81	57.55	60.43	63.45
7P004 Air Quality Engineer II	136	119700.15	125685.16	131969.41	138567.88	145496.28
		9975.01	10473.76	10997.45	11547.32	12124.69
		4603.85	4834.04	5075.75	5329.53	5596.01
		57.55	60.43	63.45	66.62	69.95
8P003 Air Quality Meteorologist I	131	105955.00	111252.75	116815.38	122656.15	128788.96
		8829.58	9271.06	9734.62	10221.35	10732.41
		4075.19	4278.95	4492.90	4717.54	4953.42
		50.94	53.49	56.16	58.97	61.92
7P005 Air Quality Meteorologist II	135	116815.38	122656.15	128788.96	135228.41	141989.83
		9734.62	10221.35	10732.41	11269.03	11832.49
		4492.90	4717.54	4953.42	5201.09	5461.15
		56.16	58.97	61.92	65.01	68.26
7P006 Atmospheric Modeler	140	131969.41	138567.88	145496.28	152771.09	160409.65
		10997.45	11547.32	12124.69	12730.92	13367.47
		5075.75	5329.53	5596.01	5875.81	6169.60
		63.45	66.62	69.95	73.45	77.12

ID-JDE PROFESSIONAL(continued)	Range	Step A	Step B	Step C	Step D	Step E
8P004 Environmental Planner I	130	103401.49	108571.56	114000.14	119700.15	125685.16
		8616.79	9047.63	9500.01	9975.01	10473.76
		3976.98	4175.83	4384.62	4603.85	4834.04
		49.71	52.20	54.81	57.55	60.43
7P007 Environmental Planner II	134	114000.14	119700.15	125685.16	131969.41	138567.88
		9500.01	9975.01	10473.76	10997.45	11547.32
		4384.62	4603.85	4834.04	5075.75	5329.53
		54.81	57.55	60.43	63.45	66.62
7P008 Legislative Analyst	138	125685.16	131969.41	138567.88	145496.28	152771.09
		10473.76	10997.45	11547.32	12124.69	12730.92
		4834.04	5075.75	5329.53	5596.01	5875.81
		60.43	63.45	66.62	69.95	73.45
7P009 Librarian	128	98477.61	103401.49	108571.56	114000.14	119700.15
		8206.47	8616.79	9047.63	9500.01	9975.01
		3787.60	3976.98	4175.83	4384.62	4603.85
		47.35	49.71	52.20	54.81	57.55
4P001 Principal Accountant	142	138567.88	145496.28	152771.09	160409.65	168430.13
		11547.32	12124.69	12730.92	13367.47	14035.84
		5329.53	5596.01	5875.81	6169.60	6478.08
		66.62	69.95	73.45	77.12	80.98
4P002 Principal Air and Meteorological Monitoring Specialist	143	141989.83	149089.32	156543.79	164370.98	172589.52
		11832.49	12424.11	13045.32	13697.58	14382.46
		5461.15	5734.20	6020.91	6321.96	6638.06
		68.26	71.68	75.26	79.02	82.98
4P005 Principal Air Quality Chemist	142	138567.88	145496.28	152771.09	160409.65	168430.13
		11547.32	12124.69	12730.92	13367.47	14035.84
		5329.53	5596.01	5875.81	6169.60	6478.08
		66.62	69.95	73.45	77.12	80.98
4P003 Principal Air Quality Engineer	144	145496.28	152771.09	160409.65	168430.13	176851.64
		12124.69	12730.92	13367.47	14035.84	14737.64
		5596.01	5875.81	6169.60	6478.08	6801.99
		69.95	73.45	77.12	80.98	85.02
4P006 Principal Air Quality Meteorologist	143	141989.83	149089.32	156543.79	164370.98	172589.52
		11832.49	12424.11	13045.32	13697.58	14382.46
		5461.15	5734.20	6020.91	6321.96	6638.06
		68.26	71.68	75.26	79.02	82.98
4P004 Principal Environmental Planner	142	138567.88	145496.28	152771.09	160409.65	168430.13
		11547.32	12124.69	12730.92	13367.47	14035.84
		5329.53	5596.01	5875.81	6169.60	6478.08
		66.62	69.95	73.45	77.12	80.98

ID-JDE	PROFESSIONAL(continued)	Range	Step A	Step B	Step C	Step D	Step E
7P010	Research Analyst	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
6P007	Senior Accountant	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
6P001	Senior Advanced Projects Advisor	148	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98	176851.64 14737.64 6801.99 85.02	185694.22 15474.52 7142.09 89.28	194978.93 16248.24 7499.19 93.74
6P002	Senior Air Quality Chemist	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
6P003	Senior Air Quality Engineer	140	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12
6P004	Senior Air Quality Meteorologist	139	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26	149089.32 12424.11 5734.20 71.68	156543.79 13045.32 6020.91 75.26
6P005	Senior Atmospheric Modeler	144	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98	176851.64 14737.64 6801.99 85.02
6P006	Senior Environmental Planner	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
7P011	Statistician	137	122656.15 10221.35 4717.54 58.97	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26	149089.32 12424.11 5734.20 71.68
5P001	Supervising Air Quality Engineer	144	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98	176851.64 14737.64 6801.99 85.02
5P002	Supervising Air Quality Meteorologist	143	141989.83 11832.49 5461.15 68.26	149089.32 12424.11 5734.20 71.68	156543.79 13045.32 6020.91 75.26	164370.98 13697.58 6321.96 79.02	172589.52 14382.46 6638.06 82.98
5P003	Supervising Environmental Planner	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98



<b>ID-JDE PROFESSIONAL(continued)</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
7P012 Toxicologist	144	145496.28	152771.09	160409.65	168430.13	176851.64
		12124.69	12730.92	13367.47	14035.84	14737.64
		5596.01	5875.81	6169.60	6478.08	6801.99
		69.95	73.45	77.12	80.98	85.02
<b>ID-JDE TECHNICAL/GENERAL</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
8T001 Accounting Assistant I	122	85068.66	89322.09	93788.20	98477.61	103401.49
		7089.06	7443.51	7815.68	8206.47	8616.79
		3271.87	3435.47	3607.24	3787.60	3976.98
		40.90	42.94	45.09	47.35	49.71
7T001 Accounting Assistant II	126	93788.20	98477.61	103401.49	108571.56	114000.14
		7815.68	8206.47	8616.79	9047.63	9500.01
		3607.24	3787.60	3976.98	4175.83	4384.62
		45.09	47.35	49.71	52.20	54.81
7T002 Administrative Analyst	131	105955.00	111252.75	116815.38	122656.15	128788.96
		8829.58	9271.06	9734.62	10221.35	10732.41
		4075.19	4278.95	4492.90	4717.54	4953.42
		50.94	53.49	56.16	58.97	61.92
8T015 Administrative Assistant I	114	69986.20	73485.51	77159.78	81017.77	85068.66
		5832.18	6123.79	6429.98	6751.48	7089.06
		2691.78	2826.37	2967.68	3116.07	3271.87
		33.65	35.33	37.10	38.95	40.90
7T034 Administrative Assistant II	118	77159.78	81017.77	85068.66	89322.09	93788.20
		6429.98	6751.48	7089.06	7443.51	7815.68
		2967.68	3116.07	3271.87	3435.47	3607.24
		37.10	38.95	40.90	42.94	45.09
7T003 Administrative Secretary	118	77159.78	81017.77	85068.66	89322.09	93788.20
		6429.98	6751.48	7089.06	7443.51	7815.68
		2967.68	3116.07	3271.87	3435.47	3607.24
		37.10	38.95	40.90	42.94	45.09
8T002 Air Quality Case Settlement Specialist I	126	93788.20	98477.61	103401.49	108571.56	114000.14
		7815.68	8206.47	8616.79	9047.63	9500.01
		3607.24	3787.60	3976.98	4175.83	4384.62
		45.09	47.35	49.71	52.20	54.81
7T004 Air Quality Case Settlement Specialist II	130	103401.49	108571.56	114000.14	119700.15	125685.16
		8616.79	9047.63	9500.01	9975.01	10473.76
		3976.98	4175.83	4384.62	4603.85	4834.04
		49.71	52.20	54.81	57.55	60.43
8T003 Air Quality Inspector I	124	89322.09	93788.20	98477.61	103401.49	108571.56
		7443.51	7815.68	8206.47	8616.79	9047.63
		3435.47	3607.24	3787.60	3976.98	4175.83
		42.94	45.09	47.35	49.71	52.20

ID-JDE	TECHNICAL/GENERAL(cont'd)	Range	Step A	Step B	Step C	Step D	Step E
7T005	Air Quality Inspector II	128	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55
8T004	Air Quality Instrument Specialist I	124	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20
7T006	Air Quality Instrument Specialist II	128	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55
8T005	Air Quality Laboratory Technician I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71
7T007	Air Quality Laboratory Technician II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
8T006	Air Quality Permit Technician I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71
7T008	Air Quality Permit Technician II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
8T007	Air Quality Specialist I	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
7T009	Air Quality Specialist II	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62
7T010	Air Quality Technical Assistant	118	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09
8T008	Air Quality Technician I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71

ID-JDE TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
7T011 Air Quality Technician II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
8T016 Assistant Air Quality Specialist I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71
7T035 Assistant Air Quality Specialist II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
8T014 Assistant Staff Specialist I	122	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71
7T033 Assistant Staff Specialist II	126	93788.20 7815.68 3607.24 45.09	98477.61 8206.47 3787.60 47.35	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81
7T012 Building Maintenance Mechanic	114	69986.20 5832.18 2691.78 33.65	73485.51 6123.79 2826.37 35.33	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90
7T013 Data Entry Operator	111	65047.18 5420.60 2501.81 31.27	68299.54 5691.63 2626.91 32.84	71714.51 5976.21 2758.25 34.48	75300.24 6275.02 2896.16 36.20	79065.25 6588.77 3040.97 38.01
5T010 Data Support Supervisor	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
7T014 Database Specialist	135	116815.38 9734.62 4492.90 56.16	122656.15 10221.35 4717.54 58.97	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26
7T015 Deputy Clerk of the Boards	123	87169.44 7264.12 3352.67 41.91	91527.91 7627.33 3520.30 44.00	96104.30 8008.69 3696.32 46.20	100909.52 8409.13 3881.14 48.51	105955.00 8829.58 4075.19 50.94
7T028 Facilities Maintenance Worker	108	60456.71 5038.06 2325.26 29.07	63479.54 5289.96 2441.52 30.52	66653.52 5554.46 2563.60 32.04	69986.20 5832.18 2691.78 33.65	73485.51 6123.79 2826.37 35.33

ID-JDE	TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
5T008	Facilities Services Supervisor	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
7T031	Fiscal Services Supervisor	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
8T009	Mechanic I	121	83018.51 6918.21 3193.02 39.91	87169.44 7264.12 3352.67 41.91	91527.91 7627.33 3520.30 44.00	96104.30 8008.69 3696.32 46.20	100909.52 8409.13 3881.14 48.51
7T016	Mechanic II	125	91527.91 7627.33 3520.30 44.00	96104.30 8008.69 3696.32 46.20	100909.52 8409.13 3881.14 48.51	105955.00 8829.58 4075.19 50.94	111252.75 9271.06 4278.95 53.49
8T010	Office Assistant I	104	54836.02 4569.67 2109.08 26.36	57577.82 4798.15 2214.53 27.68	60456.71 5038.06 2325.26 29.07	63479.54 5289.96 2441.52 30.52	66653.52 5554.46 2563.60 32.04
7T017	Office Assistant II	108	60456.71 5038.06 2325.26 29.07	63479.54 5289.96 2441.52 30.52	66653.52 5554.46 2563.60 32.04	69986.20 5832.18 2691.78 33.65	73485.51 6123.79 2826.37 35.33
5T001	Office Services Supervisor	116	73485.51 6123.79 2826.37 35.33	77159.78 6429.98 2967.68 37.10	81017.77 6751.48 3116.07 38.95	85068.66 7089.06 3271.87 40.90	89322.09 7443.51 3435.47 42.94
7T018	Permit Coordinator	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62
6T009	Principal Air Quality Instrument Specialist	136	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95
4T001	Principal Air Quality Specialist	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
4T002	Principal Staff Specialist	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98

ID-JDE TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
8T011 Programmer Analyst I	127	96104.30	100909.52	105955.00	111252.75	116815.38
		8008.69	8409.13	8829.58	9271.06	9734.62
		3696.32	3881.14	4075.19	4278.95	4492.90
		46.20	48.51	50.94	53.49	56.16
7T019 Programmer Analyst II	131	105955.00	111252.75	116815.38	122656.15	128788.96
		8829.58	9271.06	9734.62	10221.35	10732.41
		4075.19	4278.95	4492.90	4717.54	4953.42
		50.94	53.49	56.16	58.97	61.92
8T012 Public Information Officer I	130	103401.49	108571.56	114000.14	119700.15	125685.16
		8616.79	9047.63	9500.01	9975.01	10473.76
		3976.98	4175.83	4384.62	4603.85	4834.04
		49.71	52.20	54.81	57.55	60.43
7T020 Public Information Officer II	134	114000.14	119700.15	125685.16	131969.41	138567.88
		9500.01	9975.01	10473.76	10997.45	11547.32
		4384.62	4603.85	4834.04	5075.75	5329.53
		54.81	57.55	60.43	63.45	66.62
7T027 Purchasing Agent	122	85068.66	89322.09	93788.20	98477.61	103401.49
		7089.06	7443.51	7815.68	8206.47	8616.79
		3271.87	3435.47	3607.24	3787.60	3976.98
		40.90	42.94	45.09	47.35	49.71
7T021 Radio/Telephone Operator	113	68299.54	71714.51	75300.24	79065.25	83018.51
		5691.63	5976.21	6275.02	6588.77	6918.21
		2626.91	2758.25	2896.16	3040.97	3193.02
		32.84	34.48	36.20	38.01	39.91
5T002 Radio/Telephone Operator Supervisor	119	79065.25	83018.51	87169.44	91527.91	96104.30
		6588.77	6918.21	7264.12	7627.33	8008.69
		3040.97	3193.02	3352.67	3520.30	3696.32
		38.01	39.91	41.91	44.00	46.20
7T022 Receptionist	104	54836.02	57577.82	60456.71	63479.54	66653.52
		4569.67	4798.15	5038.06	5289.96	5554.46
		2109.08	2214.53	2325.26	2441.52	2563.60
		26.36	27.68	29.07	30.52	32.04
7T023 Secretary	112	66653.52	69986.20	73485.51	77159.78	81017.77
		5554.46	5832.18	6123.79	6429.98	6751.48
		2563.60	2691.78	2826.37	2967.68	3116.07
		32.04	33.65	35.33	37.10	38.95
6T001 Senior Accounting Assistant	120	81017.77	85068.66	89322.09	93788.20	98477.61
		6751.48	7089.06	7443.51	7815.68	8206.47
		3116.07	3271.87	3435.47	3607.24	3787.60
		38.95	40.90	42.94	45.09	47.35
6T002 Senior Air Quality Inspector	132	108571.56	114000.14	119700.15	125685.16	131969.41
		9047.63	9500.01	9975.01	10473.76	10997.45
		4175.83	4384.62	4603.85	4834.04	5075.75
		52.20	54.81	57.55	60.43	63.45

ID-JDE	TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
6T003	Senior Air Quality Instrument Specialist	132	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45
6T007	Senior Air Quality Permit Technician	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
6T004	Senior Air Quality Specialist	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
6T006	Senior Air Quality Technician	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
6T005	Senior Public Information Officer	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
6T008	Senior Staff Specialist	138	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45
8T013	Staff Specialist I	130	103401.49 8616.79 3976.98 49.71	108571.56 9047.63 4175.83 52.20	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43
7T032	Staff Specialist II	134	114000.14 9500.01 4384.62 54.81	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62
5T003	Supervising Air Quality Inspector	136	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95
5T004	Supervising Air Quality Instrument Speciali	136	119700.15 9975.01 4603.85 57.55	125685.16 10473.76 4834.04 60.43	131969.41 10997.45 5075.75 63.45	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95

<b>ID-JDE TECHNICAL/GENERAL (cont'd)</b>	<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
5T005 Supervising Air Quality Specialist	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
5T006 Supervising Public Information Officer	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
5T009 Supervising Staff Specialist	142	138567.88 11547.32 5329.53 66.62	145496.28 12124.69 5596.01 69.95	152771.09 12730.92 5875.81 73.45	160409.65 13367.47 6169.60 77.12	168430.13 14035.84 6478.08 80.98
5T007 Supervising Systems Analyst	139	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26	149089.32 12424.11 5734.20 71.68	156543.79 13045.32 6020.91 75.26
7T024 Systems Analyst	135	116815.38 9734.62 4492.90 56.16	122656.15 10221.35 4717.54 58.97	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26
7T025 Systems Quality Assurance Specialist	135	116815.38 9734.62 4492.90 56.16	122656.15 10221.35 4717.54 58.97	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26
7T026 Web Master	135	116815.38 9734.62 4492.90 56.16	122656.15 10221.35 4717.54 58.97	128788.96 10732.41 4953.42 61.92	135228.41 11269.03 5201.09 65.01	141989.83 11832.49 5461.15 68.26

The following benefits for represented employees are adopted under the Memorandum of Understanding between the Air District and the Employee Association and approved by the Board of Directors. The amounts below are subject to change based on health care premium rates and/or federal and state regulatory limits.

\*Hired before 7/1/17: Fringe Benefit Allowance (FBA) is the **greater** of frozen 2017 allowance of **\$1,763.70** or post 1/1/2019 EE only, EE+1 or EE+ Family tier. **(See Below)**  
Employees may use FBA to purchase additional Life Insurance.

\*Hired after 7/1/17: Fringe Benefit Allowance (FBA) is based on medical enrollment and is as follows:

**EE Only - 100% Kaiser rate, Dental, Vision (\$1,095.35)**

**EE+1 - 95% Kaiser Rate, Dental, Vision (\$2,084.24)**

**EE+Family - 90% Kaiser rate, Dental, Vision (\$2,586.08)**

The following benefits may be covered under the FBA:

<b>MEDICAL INSURANCE</b>	Medical insurance is covered under California Public Employees Retirement System (CalPERS) for the employee and eligible dependents including domestic partner benefits pursuant to the Public Employees Medical and Hospital Care Program requirements. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DENTAL INSURANCE</b>	Dental insurance is covered under Delta Dental for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.deltadentalins.com">www.deltadentalins.com</a>
<b>VISION INSURANCE</b>	Vision insurance is covered under Vision Service Plan for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.vsp.com">www.vsp.com</a> .

In addition, the District provides the following benefits:

<b>CAFETERIA PLAN</b>	
<b>LIFE INSURANCE</b>	<p><b>Basic Life (District paid)</b> - Up to age 55, the coverage is equal to five (5) times the employee's annual salary up to a maximum of \$500,000. Coverage decreases with age. This is a District paid program.</p> <p><b>Additional Life</b> - The coverage is equal to two (2) times the employee's annual salary up to a maximum of \$100,000. Employees may use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p> <p><b>Dependent Life</b> - The coverage is equal to \$5,000 for each eligible dependent covered. Employees may NOT use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p>
<b>LONG TERM DISABILITY (LTD)</b>	The District provides LTD coverage which equals 66-2/3% of salary for any on or off the job disability, up to a maximum of \$6,500 per month. This is a District paid program.
<b>STATE DISABILITY (SDI)</b>	The District adheres to SDI coverage including sick leave integration for non-industrial illness or injury. Employees contribute 1.1% of salary. Participation is mandatory. Payroll deductions are taken biweekly (26 pay periods).
<b>WORKER'S COMPENSATION</b>	The District provides Worker's Compensation coverage for industrial injury or illness. The District provides full salary continuation for the first ninety (90) days from the date of injury or illness for claims accepted by the workers' compensation carrier.
<b>INSURANCE CONTINUATION</b>	An employee who is ill or injured and is eligible for either Worker's Compensation or State Disability Insurance and on medical leave continues to receive group insurance coverage.
<b>MONEY PURCHASE PENSION PLAN</b>	The District contributes \$237.72 per month for each eligible employee. Adjustment in subsequent years to match increase in the cost of living. Effective July 1, 2024, the District contributes \$245.56 per month for each eligible employee. Vendor: MissionSquare Retirement (formerly known as ICMA-RC) <a href="http://www.missionsq.org">www.missionsq.org</a>



<b>RETIREMENT</b>	Employees are covered under the provisions of the California Public Employees Retirement System (CalPERS). The retirement formula is 2% at 55 and the employee contribution is 7% of salary. Employees hired after 01/01/2013 will be subject to the Public Employees' Pension Reform Act of 2013 (PEPRA). Payroll deductions are taken biweekly (26 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DEFERRED COMPENSATION</b>	The District provides a 457 deferred compensation plan through MissionSquare Retirement (formerly known as ICMA-RC). Participation is optional. The maximum employee contribution is \$23,000 for 2024 with an additional \$7,500 catch-up for employees who are 50 years old or older. Employees can make pre-tax and/or Roth after-tax contributions. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.missionsq.org">www.missionsq.org</a>
<b>PAID LEAVE (ANNUAL, SICK, FLOATING)</b>	<b>Annual Leave</b> - Accrue based on number of years of service starting at 3.69 hours to a maximum of 9.23 hours per pay period. Annual accruals will cease when the annual leave balance exceeds 460 hours and will resume when the balance falls below 460 hours. Annual leave cash-out policy for any unused annual leave in excess of 160 hours per year up to a maximum of 40 hours per calendar year.
<b>HOLIDAY)</b>	<b>Sick Leave</b> - Accrue at 3.69 hours per pay period. There is no limitation on sick leave accumulation.  <b>Floating Holiday</b> - Accrue 40 hours of leave per fiscal year. Employees hired between January 1 and May 31 will receive 8 hours for that fiscal year. Employees hired between June 1 and June 30 will receive 0 hours for that fiscal year.
<b>HOLIDAYS</b>	The District has 14 paid holidays.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	The District provides an employee assistance program for the employee and the members of their household. This is a District paid program. <a href="http://www.magellanassist.com">www.magellanassist.com</a>
<b>EDUCATIONAL REIMBURSEMENT</b>	The District reimburses up to a maximum of \$2,000 per fiscal year for job related educational pursuits and up to a maximum of \$1,500 per fiscal year for skills enhancement pursuits.  The District offers student loan repayment assistance in amounts up to \$1,000 per year, per employee. The program is administered on a first-come, first-served basis.
<b>TRANSIT/CAR POOL SUBSIDY</b>	Employees are eligible for a transit or carpool subsidy of up to \$315 per month. Parking associated with a mass transit agency is eligible for the remaining transit subsidy and or to be paid with pre-tax salary dollars up to the maximum monthly IRS transit subsidy and/or parking subsidy equivalent. In lieu of other transit subsidy, District employees who live more than 1.0 miles from their work location and walk or bicycle to work are eligible for up to \$3 per day (\$1.50 per one-way trip). This is a District paid program.
<b>DEPENDENT CARE ASSISTANCE PLAN (DCAP)</b>	The District provides a dependent care assistance program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for dependent care. Plan year maximum is \$5,000 for household. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>
<b>MEDICAL CARE REIMBURSEMENT ACCOUNT (MCRA)</b>	The District provides a medical care reimbursement program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for medical care. Plan year maximum is \$3,200. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>

For complete details regarding these benefits, please refer to the Memorandum of Understanding and plan documents.

The following benefits for confidential employees are adopted by the Board of Directors. The confidential group is not represented. The amounts below are subject to change based on health care premium rates and/or federal and state regulatory limits.

\*Hired **before 7/1/17**: Fringe Benefit Allowance (FBA) is the **greater** of frozen 2017 allowance of **\$1,763.70** or post 1/1/2019 EE only, EE+1 or EE+ Family tier. **(See Below)**  
Employees may use FBA to purchase additional Life Insurance.

\*Hired **after 7/1/17**: Fringe Benefit Allowance (FBA) is based on Medical enrollment and is as follows:

**EE Only - 100%** Kaiser rate, Dental, Vision **(\$1,095.35)**

**EE+1 - 95%** Kaiser Rate, Dental, Vision **(\$2,084.24)**

**EE+Family - 90%** Kaiser rate, Dental, Vision **(\$2,586.08)**

The following benefits may be covered under the FBA:

<b>MEDICAL INSURANCE</b>	Medical insurance is covered under California Public Employees Retirement System (CalPERS) for the employee and eligible dependents including domestic partner benefits pursuant to the Public Employees Medical and Hospital Care Program requirements. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DENTAL INSURANCE</b>	Dental insurance is covered under Delta Dental for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.deltadentalins.com">www.deltadentalins.com</a>
<b>VISION INSURANCE</b>	Vision insurance is covered under Vision Service Plan for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.vsp.com">www.vsp.com</a> .

In addition, the District provides the following benefits:

<b>CAFETERIA PLAN</b>	
<b>LIFE INSURANCE</b>	<p><b>Basic Life (District paid)</b> - Up to age 55, the coverage is equal to five (5) times the employee's annual salary up to a maximum of \$500,000. Coverage decreases with age. This is a District paid program.</p> <p><b>Additional Life</b> - The coverage is equal to two (2) times the employee's annual salary up to a maximum of \$100,000. Employees may use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p> <p><b>Dependent Life</b> - The coverage is equal to \$5,000 for each eligible dependent covered. Employees may NOT use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p>
<b>LONG TERM DISABILITY (LTD)</b>	The District provides LTD coverage which equals 66-2/3% of salary for any on or off the job disability, up to a maximum of \$6,500 per month. This is a District paid program.
<b>STATE DISABILITY (SDI)</b>	The District adheres to SDI coverage including sick leave integration for non-industrial illness or injury. Employees contribute 1.1% of salary. Participation is mandatory. Payroll deductions are taken biweekly (26 pay periods).
<b>WORKER'S COMPENSATION</b>	The District provides Worker's Compensation coverage for industrial injury or illness. The District provides full salary continuation for the first ninety (90) days from the date of injury or illness for claims accepted by the workers' compensation carrier.
<b>INSURANCE CONTINUATION</b>	An employee who is ill or injured and is eligible for either Worker's Compensation or State Disability Insurance and on medical leave continues to receive group insurance coverage.
<b>MONEY PURCHASE PENSION PLAN</b>	The District contributes \$237.72 per month for each eligible employee. Effective July 1, 2024, the District contributes \$245.56 per month for each eligible employee. Adjustment in subsequent years to match increase in the cost of living. Vendor: MissionSquare Retirement (formerly known as ICMA-RC) <a href="http://www.missionsq.org">www.missionsq.org</a>

<b>RETIREMENT</b>	Employees are covered under the provisions of the California Public Employees Retirement System (CalPERS). The retirement formula is 2% at 55 and the employee contribution is 7% of salary. Employees hired after 01/01/2013 will be subject to the Public Employees' Pension Reform Act of 2013 (PEPRA). Payroll deductions are taken biweekly (26 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DEFERRED COMPENSATION</b>	The District provides a 457 deferred compensation plan through MissionSquare Retirement (formerly known as ICMA-RC). Participation is optional. The maximum employee contribution is \$23,000 for 2024 with an additional \$7,500 catch-up for employees who are 50 years old or older. Employees can make pre-tax and/or Roth after-tax contributions. <a href="http://www.missionsq.org">www.missionsq.org</a>
<b>PAID LEAVE (ANNUAL, SICK, FLOATING HOLIDAY)</b>	<p><b>Annual Leave</b> - Accrue based on number of years of service starting at 3.69 hours to a maximum of 9.23 hours per pay period. Annual accruals will cease when the annual leave balance exceeds 460 hours and will resume when the balance falls below 460 hours. Annual leave cash-out policy for any unused annual leave in excess of 160 hours per year up to a maximum of 40 hours per calendar year.</p> <p><b>Sick Leave</b> - Accrue at 3.69 hours per pay period. There is no limitation on sick leave accumulation.</p> <p><b>Floating Holiday</b> - Accrue 40 hours of leave per fiscal year. New hire hours are prorated based on remaining months in fiscal year.</p>
<b>HOLIDAYS</b>	The District has 14 paid holidays.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	The District provides an employee assistance program for the employee and the members of their household. This is a District paid program. <a href="http://www.magellanassist.com">www.magellanassist.com</a>
<b>EDUCATIONAL REIMBURSEMENT</b>	<p>The District reimburses up to a maximum of \$2,000 per fiscal year for job related educational pursuits and up to a maximum of \$1,500 per fiscal year for skills enhancement pursuits.</p> <p>The District offers student loan repayment assistance in amounts up to \$1,000 per year, per employee. The program is administered on a first-come, first-served basis.</p>
<b>TRANSIT/CAR POOL SUBSIDY</b>	Employees are eligible for a transit or carpool subsidy of up to \$315 per month. Parking associated with a mass transit agency is eligible for the remaining transit subsidy and or to be paid with pre-tax salary dollars up to the maximum monthly IRS transit subsidy and/or parking subsidy equivalent. In lieu of other transit subsidy, District employees who live more than 1.0 miles from their work location and walk or bicycle to work are eligible for up to \$3 per day (\$1.50 per one-way trip). This is a District paid program.
<b>DEPENDENT CARE ASSISTANCE PLAN (DCAP)</b>	The District provides a dependent care assistance program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for dependent care. Plan year maximum is \$5,000 for household. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>
<b>MEDICAL CARE REIMBURSEMENT ACCOUNT (MCRA)</b>	The District provides a medical care reimbursement program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for medical care. Plan year maximum is \$3,200. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>

For complete details regarding these benefits, please refer to the Administrative Code and plan documents.

The following benefits for management employees are adopted by the Board of Directors. The management group is not represented. The amounts below are subject to change based on health care premium rates and/or federal and state regulatory limits.

**\*Hired before 7/1/17:** Fringe Benefit Allowance (FBA) is the **greater** of frozen 2017 allowance of **\$1,813.70** or post 1/1/2019 EE only, EE+1 or EE+ Family tier. **(See Below)**  
Employees may use FBA to purchase additional Life Insurance.

**\*Hired after 7/1/17:** Fringe Benefit Allowance (FBA) is based on Medical enrollment and is as follows:

**EE Only - 100% Kaiser rate, Dental, Vision (\$1,095.35)**

**EE +1 - 95% Kaiser Rate, Dental, Vision (\$2,084.24)**

**EE+Family - 90% Kaiser rate, Dental, Vision (\$2,586.08)**

The following benefits may be covered under the FBA:

<b>MEDICAL INSURANCE</b>	Medical insurance is administered through California Public Employees Retirement System (CalPERS) for the employee and eligible dependents including domestic partner benefits pursuant to the Public Employees Medical and Hospital Care Program requirements. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DENTAL INSURANCE</b>	Dental insurance is administered through Delta Dental for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.deltadentalins.com">www.deltadentalins.com</a>
<b>VISION INSURANCE</b>	Vision insurance is administered through Vision Service Plan for the employee and eligible dependents including domestic partners. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.vsp.com">www.vsp.com</a> .

In addition, the District provides the following benefits:

<b>CAFETERIA PLAN</b>	
<b>LIFE INSURANCE</b>	<p><b>Basic Life (District paid)</b> - Up to age 55, the coverage is equal to five (5) times the employee's annual salary up to a maximum of \$500,000. Coverage decreases with age. This is a District paid program.</p> <p><b>Additional Life</b> - The coverage is equal to two (2) times the employee's annual salary up to a maximum of \$100,000. Employees may use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p> <p><b>Dependent Life</b> - The coverage is equal to \$5,000 for each eligible dependent covered. Employees may NOT use FBA for premium payment. Payroll deductions are taken twice a month (24 pay periods).</p>
<b>LONG TERM DISABILITY (LTD)</b>	The District provides LTD coverage which equals 66-2/3% of salary for any on or off the job disability, up to a maximum of \$6,500 per month. This is a District paid program.
<b>STATE DISABILITY (SDI)</b>	The District adheres to SDI coverage including sick leave integration for non-industrial illness or injury. Employees contribute 1.1% of salary. Participation is mandatory. Payroll deductions are taken biweekly (26 pay periods).
<b>WORKER'S COMPENSATION</b>	The District provides Worker's Compensation coverage for industrial injury or illness. The District provides full salary continuation for the first ninety (90) days from the date of injury or illness for claims accepted by the workers' compensation carrier.
<b>INSURANCE CONTINUATION</b>	An employee who is ill or injured and is eligible for either Worker's Compensation or State Disability Insurance and on medical leave receives continued group insurance coverage.
<b>MONEY PURCHASE PENSION PLAN</b>	The District contributes \$237.72 per month for each eligible employee. Effective July 1, 2024, the District contributes \$245.56 per month for each eligible employee. Adjustment in subsequent years to match increase in the cost of living. Vendor: MissionSquare Retirement (formerly known as ICMA-RC) <a href="http://www.missionsq.org">www.missionsq.org</a>

<b>RETIREMENT</b>	Employees are covered under the provisions of the California Public Employees Retirement System (CalPERS). The retirement formula is 2% at 55 and the employee contribution is 7% of salary. Employees hired after 01/01/2013 will be subject to the Public Employees' Pension Reform Act of 2013 (PEPRA). Payroll deductions are taken biweekly (26 pay periods). <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>DEFERRED COMPENSATION</b>	The District provides a 457 deferred compensation plan through MissionSquare Retirement (formerly known as ICMA-RC). Participation is optional. The maximum employee contribution is \$23,000 for 2024 with an additional \$7,500 catch-up for employees who are 50 years old or older. Employees can make pre-tax and/or Roth after-tax contributions. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.missionsq.org">www.missionsq.org</a>
<b>PAID LEAVE (ANNUAL, SICK, FLOATING HOLIDAY, MANAGEMENT LEAVE)</b>	<p><b>Annual Leave</b> - Accrue based on number of years of service starting at 3.69 hours to a maximum of 9.23 hours per pay period. Annual accruals will cease when the annual leave balance exceeds 460 hours and will resume when the balance falls below 460 hours. Annual leave cash-out policy for any unused annual leave in excess of 160 hours per year up to a maximum of 40 hours per calendar year.</p> <p><b>Sick Leave</b> - Accrue at 3.69 hours per pay period. There is no limitation on sick leave accumulation.</p> <p><b>Floating Holiday</b> - Accrue 72 hours of leave per fiscal year. Employees hired after July 1 of the current fiscal year will receive a prorated portion based on the remaining months for that fiscal year.</p> <p><b>Management Leave</b> - (in lieu of overtime) Effective 7/1/13, 80 hours per fiscal year; any unused portion may be cashed out.</p> <p><b>Deputy Air Pollution Control Officer and Deputy Executive Officer only</b> - Effective 7/1/12, in addition to above, 40 hours of management leave per fiscal year; any unused portion may be cashed out.</p>
<b>HOLIDAYS</b>	The District has 14 paid holidays.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	The District provides an employee assistance program for the employee and the members of their household. This is a District paid program. <a href="http://www.magellanassist.com">www.magellanassist.com</a>
<b>EDUCATIONAL REIMBURSEMENT</b>	<p>The District reimburses up to a maximum of \$2,000 per fiscal year for job related educational pursuits and up to a maximum of \$1,500 per fiscal year for skills enhancement pursuits.</p> <p>The District offers student loan repayment assistance in amounts up to \$1,000 per year, per employee. The program is administered on a first-come, first-served basis.</p>
<b>TRANSIT/CAR POOL SUBSIDY</b>	Employees are eligible for a transit or carpool subsidy of up to \$315 per month. Parking associated with a mass transit agency is eligible for the remaining transit subsidy and/or to be paid with pre-tax salary dollars up to the maximum monthly IRS transit subsidy and/or parking subsidy equivalent. In lieu of other transit subsidy, District employees who live more than 1.0 miles from their work location and walk or bicycle to work are eligible for up to \$3 per day (\$1.50 per one-way trip). This is a District paid program.
<b>VEHICLE ALLOWANCE</b>	Senior Management Employees only--\$500 per month vehicle allowance in lieu of a District assigned vehicle and transit/carpool subsidy. Requires insurance coverage.
<b>DEPENDENT CARE ASSISTANCE PLAN (DCAP)</b>	The District provides a dependent care assistance program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for dependent care. Plan year maximum is \$5,000 per household. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>
<b>MEDICAL CARE REIMBURSEMENT ACCOUNT (MCRA)</b>	The District provides a medical care reimbursement program which allows the employee to set aside pre-tax salary dollars to pay for eligible expenses for medical care. Plan year maximum is \$3,200. Participation is optional. Payroll deductions are taken twice a month (24 pay periods). <a href="http://www.padmin.com">www.padmin.com</a>

For complete details regarding these benefits, please refer to the Administrative Code and plan documents.