

Management Proposal 09-08-15

Class Title			(1x Placement & Step Increases)	(Step Increases)								
Range 40 - General Services Manager	Incumbent	Job Description	Total Cost During MOU	Total Cost After MOU	Grand Total	Raise after Y-Rate	Current Annual Salary w/ July 2015 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	**Cresap	Facilities Manager	\$0	\$0	\$0	3.0% of 9%	\$151,632	\$149,447	7	12/22/14	10/01/15	Step 7
	**Mendoza	Business and Customer Support Manager	\$0	\$0	\$0	4.06% of 9%	\$147,912	\$149,447	7	12/22/14	10/01/15	Step 7
	Spin	Records and Library Manager	\$135	\$8,908	\$9,043		\$134,040	\$149,447	7	12/22/14	10/01/15	Step 5
	Suto	Engineering Support Manager	\$6,690	\$0	\$6,690		\$130,764	\$149,447	6	02/16/15	02/16/15	Step 5
	*Vacant	Fleet and Equipment Manager	\$0	\$0	\$0			\$149,447				
Range 42 - Watershed Operations and Maintenance Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total	Raise after Y-Rate	Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	Fredrickson	Watershed Field Operations Manager	\$9	\$0	\$9		\$147,912	\$157,012	7	12/22/14	10/01/15	Step 7
	Wander	Integrated Vegetation Manager	\$9	\$0	\$9		\$147,912	\$157,012	7	12/22/14	10/01/15	Step 7
Range 45 - Administrative Services Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total	Raise after Y-Rate	Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	**Cahen	Risk Management Administrator	\$0	\$0	\$0	6.59% of 9%	\$163,236	\$169,085	7	12/22/14	10/01/15	Step 7
	Cruz	Employment Services Manager	\$216	\$367	\$583		\$155,424	\$169,085	7	12/22/14	10/01/15	Step 6
	Jacques	Emergency and Security Manager	\$338	\$0	\$338		\$147,912	\$169,085	5	02/03/14	02/03/14	Step 5
	Lopez	Environmental, Health, and Safety Manager	\$216	\$367	\$583		\$155,424	\$169,085	7	12/22/14	10/01/15	Step 6
	Redmond	Capital Program Planning & Analysis Manager	\$12,582	\$27,649	\$40,231		\$134,040	\$169,085	7	12/22/14	10/01/15	Step 3
	****Turner	Real Estate Services Manager	\$318	\$0	\$318		\$140,820	\$169,085	5	09/29/15	09/29/15	Step 5
	Williams	Purchasing, Contracts, and Warehouse Manager	\$8,586	\$11,377	\$19,963		\$147,912	\$169,085	7	12/22/14	10/01/15	Step 5
	*Vacant	Workforce Development Manager (Vacated by Dickinson)	\$0	\$0	\$0			\$169,085				
Range 45 - Engineering Support Services Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total		Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	***Christie	Land Surveying and Mapping Manager	\$270	\$409	\$679		\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
Range 45 - Water Utility Operations and Maintenance Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total	Raise after Y-Rate	Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	Burgess	Utility Maintenance Manager - Treatment	\$318	\$0	\$318		\$140,820	\$169,085	4	07/07/15	07/07/15	Step 5
	Duffy	Wells and Water Measurement Manager	\$8,586	\$11,377	\$19,963		\$147,912	\$169,085	7	12/22/14	10/01/15	Step 5
	**Nagaoka	Utility Maintenance Manager - Distribution	\$0	\$0	\$0	6.59% of 9%	\$163,236	\$169,085	7	12/22/14	10/01/15	Step 7
Range 46 - Information Services Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total		Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	Fung	Information Technology Manager	\$5	\$0	\$5		\$159,348	\$173,312	6	09/16/13	09/16/13	Step 7
	Trieu	Systems Development and Support Manager	\$13	\$0	\$13		\$163,236	\$173,312	7	12/22/14	10/01/15	Step 7
Range 46 - Financial Services Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total		Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	Atmore	Revenue Manager	\$9,729	\$20,168	\$29,897		\$147,912	\$173,312	7	12/22/14	10/01/15	Step 4
	Mayorga	Budget Manager	\$9,729	\$20,168	\$29,897		\$147,912	\$173,312	7	12/22/14	10/01/15	Step 4
	Sun	Treasury and Debt Manager	\$3,577	\$0	\$3,577		\$140,820	\$173,312	5	02/17/14	02/17/14	Step 3
	*Vacant	Accounting Manager (Vacated by Ong)	\$0	\$0	\$0			\$173,312				
Range 48 - Environmental Services Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total		Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
	Caldon	Environmental Services Manager	\$351	\$11,239	\$11,590		\$163,236	\$182,086	7	12/22/14	10/01/15	Step 5
	Castillo	Environmental Services Manager	\$351	\$11,239	\$11,590		\$163,236	\$182,086	7	12/22/14	10/01/15	Step 5
	O'Kane	Environmental Services Manager - Watershed	\$11,627	\$0	\$11,627		\$140,820	\$182,086	5	03/03/14	03/03/14	Step 2
	Porcella	Environmental Mitigation and Monitoring Manager	\$664	\$0	\$664		\$155,424	\$182,086	5	10/27/14	10/27/14	Step 4

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Range 48 - Water Resources Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total
	Ashktorab	Recycled Water Manager	\$10	\$0	\$10
	Cabral	Water Quality Manager	\$10	\$0	\$10
	De la Piedra, J	Water Supply Planning & Conservation Manager	\$24	\$0	\$24
	De la Piedra, V	Groundwater Manager	\$11	\$0	\$11
	Dharasker	Safe/Clean Water Program Manager	\$10	\$0	\$10
	Scott	Laboratory Services Manager	\$351	\$11,239	\$11,590
Range 48 - Water Utility Operations Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total
	Baker, A	Water Supply Operations Manager	\$13	\$0	\$13
	John	Water Utility Operations and Maintenance Manager	\$351	\$11,239	\$11,590
	Vandermarck	Water Supply Operations Manager	\$641	\$0	\$641
Range 49 - Engineering Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total
	Aryee	Capital Engineering Manager	\$353	\$0	\$353
	Baker, E	Asset Management Manager	\$480	\$0	\$480
	Blank	Capital Engineering Manager	\$340	\$0	\$340
	Bramer	Construction Manager	\$270	\$409	\$679
	Brosnan	Electrical and Control Systems Engineering Manager	\$270	\$409	\$679
	Crowley	Utility Maintenance Engineering Manager	\$270	\$409	\$679
	Desai	Dam Safety Program Manager	\$353	\$0	\$353
	Ferranti	Capital Engineering Manager	\$270	\$409	\$679
	Hosseini	Operations and Maintenance Engineering Support Manager	\$270	\$409	\$679
	Mody	Capital Engineering Manager	\$270	\$409	\$679
	Munson	Capital Engineering Manager	\$270	\$409	\$679
	Narasimhalu (Narsim)	Capital Engineering Manager	\$270	\$409	\$679
	*Vacant	Capital Engineering Manager	\$0	\$0	\$0
	Rouhani	Water Resource Planning and Policy Manager	\$340	\$0	\$340
	Tippets	Community Projects Review Manager	\$270	\$409	\$679
	Uyeda	Capital Engineering Manager	\$270	\$409	\$679
	Xu	Hydrology, Hydraulics, & Geomorphology Manager	\$270	\$409	\$679
Range 50 - Imported Water Manager	Incumbent	Proposed Titles	Total Cost During MOU	Total Cost After MOU	Grand Total
	Kao	Imported Water Manager	\$10	\$0	\$10

Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
\$171,540	\$182,086	7	12/22/14	10/01/15	Step 7
\$171,540	\$182,086	7	12/22/14	10/01/15	Step 7
\$147,912	\$182,086	3	02/16/15	02/16/15	Step 3
\$167,340	\$182,086	6	02/02/15	02/02/15	Step 6
\$171,540	\$182,086	7	12/22/14	10/01/15	Step 7
\$163,236	\$182,086	7	12/22/14	10/01/15	Step 5
Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
\$163,236	\$182,086	5	02/16/15	02/16/15	Step 5
\$163,236	\$182,086	7	01/05/15	10/01/15	Step 5
\$147,912	\$182,086	4	01/26/15	01/26/15	Step 3
Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
\$163,236	\$186,638	5	05/12/14	05/12/14	Step 5
\$167,340	\$186,638	6	02/03/14	02/03/14	Step 5
\$155,424	\$186,638	4	05/11/15	05/11/15	Step 4
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$163,236	\$186,638	5	04/15/13	04/15/13	Step 5
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$155,424	\$186,638	4	01/05/15	01/05/15	Step 4
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
\$171,540	\$186,638	7	12/22/14	10/01/15	Step 6
Current Annual Salary w/ July 1.5% ABSA	Top Annual Step at End of MOU	Current Salary Step	Current Step Anniversary Date	New Anniversary Date	October 2015 New Step
\$180,228	\$191,304	7	12/22/14	10/01/15	Step 7

During MOU	After MOU	Grand Total
\$80,586	\$150,245	\$230,831
(1x Placement & Step Increases)	(Step Increases)	

- *Positions highlighted in green are vacant
- **Positions highlighted in yellow are Y-Rated
- ***Jason Christie will be paid at Range 49 but his classification will remain at Range 45
- ***Incumbent highlighted in blue will receive a step increase before the Imp. Date of 10/01/15