



Union Sanitary District
Unclassified Employees Salary Schedule
Effective September 1, 2023

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Accounting and Financial Analyst I	\$3,896.77	\$5,114.51
Accounting and Financial Analyst II	\$4,353.26	\$5,713.65
Assistant Engineer	\$4,659.06	\$6,115.01
Assistant Engineer - Limited Term	\$4,659.06	\$6,115.01
Associate Engineer	\$5,227.21	\$6,860.72
Buyer I	\$3,578.96	\$4,697.38
Buyer II	\$3,976.62	\$5,219.31
Coach, Capital Improvement Projects	\$6,895.18	\$9,049.92
Coach, Collection Services	\$5,569.51	\$7,309.98
Coach, Customer Service	\$6,895.18	\$9,049.92
Coach, Electrical & Technology	\$6,497.14	\$8,527.50
Coach, Environmental Compliance	\$5,925.07	\$7,776.65
Coach, Finance & Acquisition Services	\$6,384.91	\$8,380.19
Coach, Mechanical Maintenance	\$5,531.98	\$7,260.72
Coach, Research & Support/Senior Engineer	\$6,139.83	\$8,058.53
Coach, Research & Support/Principal Engineer	\$6,895.18	\$9,049.92
Coach, Wastewater Plant Operations	\$5,586.50	\$7,332.28
Coach, Wastewater Plant Operations - Limited Term	\$5,586.50	\$7,332.28
Enhanced Treatment Site Upgrade Assistant Program Manager - Limited Term	\$5,844.61	\$7,671.05
Enhanced Treatment Site Upgrade Program Manager - Limited Term	\$6,715.15	\$8,813.63
Environmental Health and Safety Program Manager	\$5,036.16	\$6,609.95
Environmental Health and Safety Specialist	\$4,277.66	\$5,614.42
Environmental Program Coordinator	\$5,360.78	\$7,036.02
Executive Assistant to the General Manager/Board Clerk	\$4,198.48	\$5,510.51
General Manager	\$9,956.50	\$13,067.90
Human Resources Analyst II	\$4,518.37	\$5,930.36



**Union Sanitary District
Unclassified Employees Salary Schedule
Effective September 1, 2023**

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
Human Resources Manager	\$6,373.95	\$8,365.81
Information Technology Administrator	\$6,187.76	\$8,121.43
Information Technology Analyst	\$4,114.00	\$5,399.62
Junior Engineer	\$4,193.15	\$5,503.51
Junior Engineer - Limited Duration	\$4,193.15	\$5,503.51
Lab Director	\$5,618.46	\$7,374.22
Manager, Business Services / Chief Financial Officer	\$8,646.82	\$11,348.95
Manager, Collection Services	\$7,712.01	\$10,122.02
Manager, Maintenance and Technology Services	\$7,938.83	\$10,419.72
Manager, Technical Services	\$8,293.56	\$10,885.30
Manager, Treatment & Disposal Services	\$7,560.79	\$9,923.54
Organizational Support Coordinator I	\$3,895.39	\$5,112.70
Organizational Performance Coordinator II	\$4,499.19	\$5,905.18
Organizational Performance Manager	\$5,196.56	\$6,820.48
Principal Engineer	\$5,969.85	\$7,835.43
Purchasing Agent	\$4,833.71	\$6,344.24
Senior Accounting and Financial Analyst	\$4,602.33	\$6,040.56
Senior Database Administrator / Developer	\$5,147.68	\$6,756.34
Senior GIS/Database Administrator/Developer	\$5,249.36	\$6,889.78
Senior Human Resources Analyst	\$5,112.56	\$6,710.23
Senior Information Technology Analyst	\$4,571.11	\$5,999.58
Senior Network Administrator	\$5,113.82	\$6,711.89
Senior Engineer/Senior Process Engineer	\$5,555.09	\$7,291.05



**Union Sanitary District
Unclassified Employees Salary Schedule
Effective September 1, 2023**

Position Title	Minimum Bi-Weekly Pay Rate	Maximum Bi-Weekly Pay Rate
----------------	-------------------------------	-------------------------------

Board of Directors: Directors meet or serve in their official capacity 3 – 12 times per month with a maximum of six paid meetings/month at a rate of \$212.10 per meeting and are paid for a maximum of one meeting per day.

Approved by: _____
DocuSigned by:
Manny Fernandez
77BF99EB02EB471...
President, Board of Directors

Certificate Of Completion

Envelope Id: DAD1D468EEBB44B2AB4A9ED7163F4059	Status: Completed
Subject: Complete with DocuSign: Unclassified Publicly Available Pay Schedule Effective September 1, 202...	
Source Envelope:	
Document Pages: 3	Signatures: 1
Certificate Pages: 4	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Regina McEvoy
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	5072 Benson Road
	Union City, CA 94587
	Reginam@unionsanitary.ca.gov
	IP Address: 50.227.238.26


Record Tracking

Status: Original	Holder: Regina McEvoy	Location: DocuSign
10/24/2023 10:13:36 AM	Reginam@unionsanitary.ca.gov	

Signer Events

Manny Fernandez
 mfernandez@unionsanitary.ca.gov
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 77BEF9EB02EB471...
 Signature Adoption: Pre-selected Style
 Using IP Address: 174.195.81.156

Timestamp

Sent: 10/24/2023 10:14:17 AM
 Viewed: 10/25/2023 10:05:59 AM
 Signed: 10/25/2023 10:06:06 AM

Electronic Record and Signature Disclosure:

Accepted: 1/26/2022 9:26:24 AM
 ID: e4140941-90d6-45cc-8907-105cc2a7d5cd

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	10/24/2023 10:14:17 AM
Certified Delivered	Security Checked	10/25/2023 10:05:59 AM
Signing Complete	Security Checked	10/25/2023 10:06:06 AM
Completed	Security Checked	10/25/2023 10:06:06 AM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure