

RESOLUTION NO. 2025-05

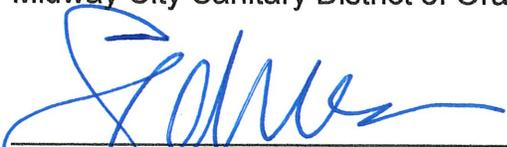
**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE MIDWAY CITY SANITARY DISTRICT OF
ORANGE COUNTY, CALIFORNIA, ADOPTING THE
2025-2026 SALARY SCHEDULE FOR REPRESENTED
EMPLOYEES**

WHEREAS, California Code Regulations, Title 2, Section 570.5 was adopted by CalPERS to provide specific requirements on how public agencies should document pay rates;

WHEREAS, to comply with Section 570. 5, the District's salary schedule listing all titles for every employee position, pay rates for each position, and the time base for each pay rate must be adopted by the Board of Directors.

NOW, THEREFORE, BE IT RESOLVED THAT, in accordance with California Code Regulations, Title 2, Section 570.5, the Board of Directors of the Midway City Sanitary District hereby adopts the Salary Schedule, Effective July 1, 2025 – June 30, 2026, which is attached hereto as Exhibit A.

PASSED AND ADOPTED, at a regular meeting of the Board of Directors of Midway City Sanitary District of Orange County, California, held this 1st day of April, 2025.



Sergio Contreras, President

ATTEST:



Mark Nguyen, Secretary

EXHIBIT 'A'
MIDWAY CITY SANITARY DISTRICT
District Wide Pay Schedule
FY 25-26 Represented (3.5%) v2

REPRESENTED EMPLOYEES
Effective 07-01-2025

JOB TITLE

LEAD SOLID WASTE WORKER (Supervisor)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,868.00	2,974.40	3,082.40	3,244.72	3,416.80	3,596.00	3,784.80	3,975.20
MONTHLY	6,214.00	6,444.53	6,678.53	7,030.23	7,403.07	7,791.33	8,200.40	8,612.93
ANNUAL	74,568.00	77,334.40	80,142.40	84,362.72	88,836.80	93,496.00	98,404.80	103,355.20
BASE PAY RATE PER HOUR	\$35.85	\$37.18	\$38.53	\$40.56	\$42.71	\$44.95	\$47.31	\$49.69

SOLID WASTE DRIVER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,274.40	2,328.80	2,388.80	2,440.80	2,495.20	2,551.20	2,611.20	2,712.00
MONTHLY	4,927.87	5,045.73	5,175.73	5,288.40	5,406.27	5,527.60	5,657.60	5,876.00
ANNUAL	59,134.40	60,548.80	62,108.80	63,460.80	64,875.20	66,331.20	67,891.20	70,512.00
BASE PAY RATE PER HOUR	\$28.43	\$29.11	\$29.86	\$30.51	\$31.19	\$31.89	\$32.64	\$33.90

RELIEF DRIVER/UTILITY PERSON (with a class B License)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,274.40	2,328.80	2,388.80	2,440.80	2,495.20	2,551.20	2,611.20	2,712.00
MONTHLY	4,927.87	5,045.73	5,175.73	5,288.40	5,406.27	5,527.60	5,657.60	5,876.00
ANNUAL	59,134.40	60,548.80	62,108.80	63,460.80	64,875.20	66,331.20	67,891.20	70,512.00
BASE PAY RATE PER HOUR	\$28.43	\$29.11	\$29.86	\$30.51	\$31.19	\$31.89	\$32.64	\$33.90

UTILITY PERSON (without a class B License)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	1,885.60	1,957.60	2,025.60	2,100.80	2,180.00	2,257.60	2,386.40	2,441.60
MONTHLY	4,085.47	4,241.47	4,388.80	4,551.73	4,723.33	4,891.47	5,170.53	5,290.13
ANNUAL	49,025.60	50,897.60	52,665.60	54,620.80	56,680.00	58,697.60	62,046.40	63,481.60
BASE PAY RATE PER HOUR	\$23.57	\$24.47	\$25.32	\$26.26	\$27.25	\$28.22	\$29.83	\$30.52

LEAD SEWER MAINTENANCE WORKER (Supervisor)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,868.00	2,974.40	3,082.40	3,244.72	3,416.80	3,596.00	3,784.80	3,975.20
MONTHLY	6,214.00	6,444.53	6,678.53	7,030.23	7,403.07	7,791.33	8,200.40	8,612.93
ANNUAL	74,568.00	77,334.40	80,142.40	84,362.72	88,836.80	93,496.00	98,404.80	103,355.20
BASE PAY RATE PER HOUR	\$35.85	\$37.18	\$38.53	\$40.56	\$42.71	\$44.95	\$47.31	\$49.69

PUMP STATION MECHANIC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,613.60	2,717.60	2,822.40	2,929.60	3,045.60	3,143.20	3,245.60	3,348.80
MONTHLY	5,662.80	5,888.13	6,115.20	6,347.47	6,598.80	6,810.27	7,032.13	7,255.73
ANNUAL	67,953.60	70,657.60	73,382.40	76,169.60	79,185.60	81,723.20	84,385.60	87,068.80
BASE PAY RATE PER HOUR	\$32.67	\$33.97	\$35.28	\$36.62	\$38.07	\$39.29	\$40.57	\$41.86

SEWER MAINTENANCE WORKER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,316.80	2,422.40	2,530.40	2,632.80	2,738.40	2,846.40	2,951.20	3,054.40
MONTHLY	5,019.73	5,248.53	5,482.53	5,704.40	5,933.20	6,167.20	6,394.27	6,617.87
ANNUAL	60,236.80	62,982.40	65,790.40	68,452.80	71,198.40	74,006.40	76,731.20	79,414.40
BASE PAY RATE PER HOUR	\$28.96	\$30.28	\$31.63	\$32.91	\$34.23	\$35.58	\$36.89	\$38.18

LEAD FLEET MAINTENANCE MECHANIC (Supervisor)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,868.00	2,974.40	3,082.40	3,244.72	3,416.80	3,596.00	3,784.80	3,975.20
MONTHLY	6,214.00	6,444.53	6,678.53	7,030.23	7,403.07	7,791.33	8,200.40	8,612.93
ANNUAL	74,568.00	77,334.40	80,142.40	84,362.72	88,836.80	93,496.00	98,404.80	103,355.20
BASE PAY RATE PER HOUR	\$35.85	\$37.18	\$38.53	\$40.56	\$42.71	\$44.95	\$47.31	\$49.69

MECHANIC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BI-WEEKLY	2,611.20	2,717.60	2,822.40	2,929.60	3,045.60	3,144.00	3,245.60	3,348.80
MONTHLY	5,657.60	5,888.13	6,115.20	6,347.47	6,598.80	6,812.00	7,032.13	7,255.73
ANNUAL	67,891.20	70,657.60	73,382.40	76,169.60	79,185.60	81,744.00	84,385.60	87,068.80
BASE PAY RATE PER HOUR	\$32.64	\$33.97	\$35.28	\$36.62	\$38.07	\$39.30	\$40.57	\$41.86

SPECIAL COMPENSATION EDUCATIONAL INCENTIVE

Article 14 Section (E) Educational Advancement Assistance in the Memorandum of Understanding
Additional Compensation for California Water Environment Association ("CWEA") Certifications:

Any employee who is not otherwise required by this MOU to have a certain CWEA certification to qualify for their position, but who holds any of the CWEA certifications, shall be paid additional compensation as follows:

- Three percent (3%) of salary for CWEA Grade 1;
- One and one-half percent (1.5%) of salary for CWEA Grade 2;
- One percent (1%) of salary for CWEA Grade 3;
- One percent (1%) of salary for CWEA Grade 4.

This includes three certifications: Collection System Maintenance, Electrical & Instrumentation Technologist, and Mechanical Technologist. The salary increase is for each certification. For example, if an employee gets their Grade 1 Certification for Collection System Maintenance, they receive a 3% educational incentive to their salary. If they additionally get their Grade 1 Electrical & Instrumentation Technologist certification, they will receive another 3% educational incentive to their salary for a total of 6% (or any other combination thereof).

This additional compensation is predicated on the employee maintaining their certification in good standing. If an employee loses their certification, they will lose the corresponding educational incentive.