



MARCH JOINT POWERS AUTHORITY

IMPORTANT COVID-19 NOTICE

IN AN EFFORT TO PROTECT PUBLIC HEALTH AND PREVENT THE SPREAD OF COVID-19 (CORONAVIRUS) AND TO ENABLE APPROPRIATE SOCIAL DISTANCING, THE AUTHORITY ENCOURAGES MEMBERS OF THE PUBLIC TO WATCH THE MEETING REMOTELY AND NOT TO ATTEND IN PERSON. IF YOU WOULD LIKE REMOTE ACCESS TO VIEW THE MEETING, PLEASE EMAIL THE CLERK AT ALLEN@MARCHJPA.COM BY 2:00 P.M. ON WEDNESDAY, MAY 5, 2021 AND WE WILL PROVIDE REMOTE ACCESS INSTRUCTIONS.

MEMBERS OF THE PUBLIC WHO WISH TO ATTEND IN PERSON MUST BE WEARING A MASK AND ENTER AT THE SOUTH DOOR OF THE WESTERN MUNICIPAL WATER DISTRICT/MARCH JPA BUILDING. MEMBERS OF THE PUBLIC WILL BE ESCORTED AND ACCOMMODATED IN THE AUTHORITY'S CONFERENCE ROOM, WHERE SPACE IS MORE LIMITED. WITH SPACE LIMITED, WE STRONGLY ENCOURAGE MEMBERS OF THE PUBLIC TO UTILIZE THE REMOTE ACCESS APPROACH DESCRIBED ABOVE OR TO SIMPLY PROVIDE COMMENT ON ITEMS OF INTEREST THROUGH THE METHODS BELOW.

MEMBERS OF THE PUBLIC WHO WISH TO COMMENT ON MATTERS BEFORE THE TECHNICAL ADVISORY COMMITTEE MAY ALSO PARTICIPATE IN THE FOLLOWING WAYS:

(1) COMMENTS AND CONTACT INFORMATION CAN BE EMAILED TO ALLEN@MARCHJPA.COM BY 12 P.M. ON THE DAY OF THE SCHEDULED MEETING TO BE INCLUDED IN THE WRITTEN RECORD; OR

(2) A REQUEST TO SPEAK CAN BE EMAILED TO ALLEN@MARCHJPA.COM AND, AT THE TIME OF THE REQUESTED AGENDA ITEM, THE CLERK WILL PLACE A PHONE CALL TO THE COMMENTER AND ALLOW THEM TO SPEAK TO THE COMMITTEE VIA SPEAKER PHONE DURING THE LIVE MEETING FOR UP TO THREE MINUTES.

ONLY ONE PERSON AT A TIME MAY SPEAK BY TELEPHONE AND ONLY AFTER BEING RECOGNIZED.

PLEASE BE MINDFUL THAT THE TELECONFERENCE WILL BE RECORDED AS ANY OTHER MEETING IS RECORDED, AND ALL OTHER RULES OF PROCEDURE AND DECORUM WILL APPLY WHEN ADDRESSING THE COMMITTEE BY TELECONFERENCE. FINALLY, IT IS REQUESTED THAT ANY MEMBER OF THE PUBLIC ATTENDING WHILE ON THE TELECONFERENCE TO HAVE HIS/HER/THEIR PHONE SET ON "MUTE" TO ELIMINATE BACKGROUND NOISE OR OTHER INTERFERENCE.

<https://us02web.zoom.us/j/6573841741?pwd=L0oycW0zRHFyUWw1RmtnajFMTmlPQT09>

Meeting ID: 657 384 1741, Passcode: 14205

One tap mobile - +16699006833,,6573841741#,,,,,0#, 14205# US (San Jose), +13462487799,,6573841741#,,,,,0#, 14205# US (Houston)

Dial by your location - +1 669 900 6833 US (San Jose), +1 346 248 7799 US (Houston)

Meeting ID: 657 384 1741, Passcode: 14205

Join by SIP 6573841741@zoomcrc.com , Join by H.323, 162.255.37.11 (US West), 162.255.36.11 (US East)



MARCH JOINT POWERS AUTHORITY

**NOTICE OF SPECIAL MEETING OF THE
TECHNICAL ADVISORY COMMITTEE
OF THE
MARCH JOINT POWERS AUTHORITY**

WILL BE HELD VIA ZOOM ON

Thursday, May 6, 2021 from 2:00 p.m. to 3:30 p.m.

MARCH JOINT POWERS AUTHORITY OFFICE
14205 MERIDIAN PARKWAY, SUITE 140
RIVERSIDE, CA 92518

I hereby certify that the foregoing notice is a full, true and correct copy of a notice that was sent to the following locations:

1. County of Riverside
County Administrative Center
4080 Lemon Street
Riverside, CA
2. City of Perris
City Hall
101 North D Street
Perris, CA
3. City of Riverside
City Hall
3900 Main Street
Riverside, CA
4. City of Moreno Valley
City Hall
14177 Frederick Street
Moreno Valley, CA
5. March Joint Powers Authority Office
14205 Meridian Parkway, Ste. 140
Riverside, CA 92518

I hereby further certify that a copy of the foregoing notice was dispatched by me on April 29, 2021 to each member of the Technical Advisory Committee of the March Joint Powers Authority.

Carey L. Allen

Carey L. Allen, CMC, Clerk to the Technical Advisory Committee

SPECIAL Meeting
of the
TECHNICAL ADVISORY COMMITTEE (TAC)
of the
MARCH JOINT POWERS AUTHORITY

Via ZOOM

Thursday, May 6, 2021 at 2:00 p.m.

MARCH JOINT POWERS AUTHORITY-
Meridian Conference Room
14205 Meridian Parkway, Ste. 140
Riverside, CA 92518

AGENDA

- 1. Call to Order**
- 2. Approve Special TAC Meeting Minutes March 4 and April 1, 2021 (Page 5)**
- 3. Public Comments**
- 4. Organizational Matters**
 - a) Phase III Discussion - (Page 8)
- 5. Next Special TAC Meeting –Thursday, June 3, 2021**
- 6. Adjournment**

In accordance with Government Code section 65009, anyone wishing to challenge any action taken by the members appointed by the March Joint Powers Commission of the entity listed in this agenda above in court may be limited to raising only those issues raised at the public hearing described in the notice or raised in written correspondence delivered to the hearing body, at or prior to the public hearing. Any written correspondence submitted to one or more of the March JPA Commissioners regarding a matter on this Agenda shall be carbon copied to the Commission Clerk and the project planner, if applicable, at or prior to the meeting date first referenced above.

Copies of written documentation relating to each item of business described above are on file in the office of the March Joint Powers Authority (JPA), 14205 Meridian Parkway, Ste. 140, Riverside, California and are available for public inspection during regular office hours which are 8:00 a. m. to 5:00 p.m., Monday through Thursday, Friday 7:30 a.m. to 4:30 p.m. Written materials distributed to the March Joint Powers Technical Advisory Committee (TAC) within 72 hours of the TAC meeting are available for public inspection immediately upon distribution in the JPA office at 14205 Meridian Parkway, Ste. 140, Riverside, California (Government Code Section 54957.5(b)(2)). Copies of written materials may be purchased for \$0.20 per page. Pursuant to State law, this agenda was posted at least 72 hours prior to the meeting.

I hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted in accordance with the applicable legal requirements.

Dated: April 29, 2021

Signed: Carey L. Allen
Carey L. Allen, Secretary, MIPA Technical Advisory Committee

ADA: If you require special accommodations during your attendance at a meeting, please contact the JPA at (951) 656-7000 at least 24 hours in advance of the meeting time.

**March Joint Powers Authority
14205 Meridian Parkway, Ste. 140, Riverside, CA 92518
Phone: (951) 656-7000 FAX: (951) 653-5558**

SPECIAL Meeting
of the
TECHNICAL ADVISORY COMMITTEE (TAC)
of the
MARCH JOINT POWERS AUTHORITY

Via ZOOM

Thursday, March 4, 2021 at 2:00 p.m.

MARCH JOINT POWERS AUTHORITY-
Meridian Conference Room
14205 Meridian Parkway, Ste. 140
Riverside, CA 92518

MEETING MINUTES

Present: Tisa Rodriguez, City of Perris
Juan Perez, County of Riverside
Kenneth Phung, City of Perris
Moises Lopez, City of Riverside
Mike Lee, City of Moreno Valley

Absent: None

Others in Attendance:

Thomas Ketchem, Supervisor Jeffries Office
Geremy Holm, Best Best & Krieger LLP
Dr. Danielle Kelly, March JPA
Michele Patterson, City of Moreno Valley
Gary Gosliga, March JPA

Matthew Schenk, March JPA
Carey Allen, March JPA
Cindy Camargo, March JPA
Bree Bettencourt, March JPA

1. Call to Order

Chair Rodriguez called the meeting to order at 2:00 p.m.

2. Approve Special TAC Meeting Minutes January 14, 2021

Motion to approve: Moises Lopez

Second: Kenneth Phung

Abstain: None

Absent: None

3. Public Comments

None.

4. Organizational Matters

a) Phase III Discussion

Dr. Danielle Kelly, Executive Director, March JPA provided an update on HdL.

Matthew Schenk, Finance Director, March JPA provided an update on Harris and Associates.

ACTION ITEMS:

Member Lee wanted to make sure that the HdL proposal identifies not only the cash generation, but also identify tax increments allocated as part of the scope.

Dr. Kelly answered that they can have them do that.

5. Next Special TAC Meeting – Thursday, April 1, 2021

6. Adjournment

The meeting adjourned at 2:07 p.m.

**March Joint Powers Authority
14205 Meridian Parkway, Ste. 140, Riverside, CA 92518
Phone: (951) 656-7000 FAX: (951) 653-5558**

SPECIAL Meeting
of the
TECHNICAL ADVISORY COMMITTEE (TAC)
of the
MARCH JOINT POWERS AUTHORITY

Via ZOOM

Thursday, April 1, 2021 at 2:00 p.m.

MARCH JOINT POWERS AUTHORITY-
Meridian Conference Room
14205 Meridian Parkway, Ste. 140
Riverside, CA 92518

MEETING MINUTES

Present: Tisa Rodriguez, Chair, Representative for Congressman Mark Takano
Kenneth Phung, City of Perris
Mike Lee, City of Moreno Valley
Absent: Juan Perez, County of Riverside
Moises Lopez, City of Riverside

Others in Attendance:

Thomas Ketchem, Supervisor Jeffries Office	Jeremy Holm, Best Best & Krieger LLP
Paul Rull, ALUC	Simon Housman, ALUC
Dr. Danielle Kelly, March JPA	Michele Patterson, City of Moreno Valley
LaDonna Jempson	Mathew Evans, March JPA
Lauren Sotelo, March JPA	Gary Gosliga, March JPA
Matthew Schenk, March JPA	Carey Allen, March JPA
Cindy Camargo, March JPA	Bree Bettencourt, March JPA

1. Call to Order

The meeting was called to order at 2:02 p.m. and adjourned at 2:10 p.m. to May 6, 2021 due to lack of quorum.

2. Approve Special TAC Meeting Minutes March 4, 2021

3. Public Comments

4. Organizational Matters

a) Phase III Discussion

5. Next Special TAC Meeting –Thursday, May 6, 2021

6. Adjournment - 2:10p.m.

March Joint Powers Authority
14205 Meridian Parkway, Ste. 140, Riverside, CA 92518
Phone: (951) 656-7000 FAX: (951) 653-5558

**MARCH JOINT POWERS AUTHORITY
TECHNICAL ADVISORY COMMITTEE
OF THE
MARCH JOINT POWERS AUTHORITY**

***Phase III Discussion
Agenda Item No. 4a***

Meeting Date: May 6, 2021

Background:

The current sunseting timeline identifies developing incentives to retain Authority staff and those discussions were to begin in August 2021. However, staff believes it is timely to begin discussions now since staff is currently working on a new salary survey. Attached to this staff report is the current adopted Salary Scale and a list of all employee positions currently filled.

Additionally, at the meeting HDL will present a draft version of the GIS system for the TAC to provide input.

Attachment:

- 1) Sunset Timeline.
- 2) Salary Scale.
- 3) Employee positions list.

SUNSET PROJECT TIMELINE

TASK	START DATE	DURATION	END DATE	% COMPLETE
PHASE I - PROCEDURAL DETERMINATIONS				
Determine decision making structure	06/29/20	90	09/27/20	100
PHASE III - CONDUCT STUDIES				
Assess JPA financial position	09/02/20	180	03/01/21	100
Identify member agencies' contributions	03/01/21	60	04/30/21	Ongoing
Prepare Economic Impact Study (optional)		150		
Generate Liabilities Map	03/24/21	30	04/23/21	Ongoing
Generate Financing Sources Map	03/24/21	30	04/23/21	Ongoing
Identify and address CalPERS obligation	01/01/21	150	05/31/21	
Stakeholder engagement	04/01/21	90	06/30/21	
Negotiate amended DDAs	04/01/21	90	06/30/21	
Draft LLMD #1 and CFD 2010-1 Transfer Agreements	04/01/21	90	06/30/21	Ongoing
PHASE II - MAKE PREREQUISITE DECISIONS FOR SUNSETTING				
Decide if Authority remains an entity	06/01/21	90	08/30/21	
Decide if Airport Authority remains an entity	06/01/21	90	08/30/21	
Decide if Utility Authority remains an entity	06/01/21	90	08/30/21	
Develop incentive program to retain Authority staff	08/01/21	60	09/30/21	
PHASE IV - SUNSET IMPLEMENTATION				
Determine entity to prepare LAFCO application	10/1/2021	30	10/31/2021	
Joint Reorganization Application	11/01/21	120	03/01/22	
Prepare Municipal Services Review	03/01/22	300	12/26/22	
Prepare EIR	03/01/22	540	08/23/23	
Finalize Joint Application	9/1/2023	60	10/31/23	
Member agencies prepare and adopt annexation resolutions	11/01/23	90	01/30/24	
Assemble all LAFCO application requirements & submit to LAFCO	02/01/24	90	05/01/24	
Receive Certificate of Filing from LAFCO	05/01/24	60	06/30/24	
Participate in LAFCO hearings	07/01/24	180	12/28/24	

**March Joint Powers Authority
Salary Scale
Effective December 31, 2020**

POSITION	STATUS	Grade	A	B	C	D	E	F
Receptionist/Office Assistant	NE	1	\$ 35,819	\$ 38,011	\$ 40,338	\$ 42,807	\$ 45,427	\$ 48,207
			\$ 17.22	\$ 18.27	\$ 19.39	\$ 20.58	\$ 21.84	\$ 23.18
		2	\$ 36,535	\$ 38,771	\$ 41,144	\$ 43,663	\$ 46,335	\$ 49,171
			\$ 17.56	\$ 18.64	\$ 19.78	\$ 20.99	\$ 22.28	\$ 23.64
		3	\$ 37,266	\$ 39,547	\$ 41,967	\$ 44,536	\$ 47,262	\$ 50,155
			\$ 17.92	\$ 19.01	\$ 20.18	\$ 21.41	\$ 22.72	\$ 24.11
Maintenance Worker II	NE	1	\$ 38,457	\$ 40,811	\$ 43,309	\$ 45,960	\$ 48,773	\$ 51,758
			\$ 18.49	\$ 19.62	\$ 20.82	\$ 22.10	\$ 23.45	\$ 24.88
		2	\$ 39,226	\$ 41,627	\$ 44,175	\$ 46,879	\$ 49,748	\$ 52,793
			\$ 18.86	\$ 20.01	\$ 21.24	\$ 22.54	\$ 23.92	\$ 25.38
		3	\$ 40,011	\$ 42,460	\$ 45,059	\$ 47,817	\$ 50,743	\$ 53,849
			\$ 19.24	\$ 20.41	\$ 21.66	\$ 22.99	\$ 24.40	\$ 25.89
Accounting Clerk	NE	1	\$ 40,783	\$ 43,279	\$ 45,928	\$ 48,739	\$ 51,722	\$ 54,886
			\$ 19.61	\$ 20.81	\$ 22.08	\$ 23.43	\$ 24.87	\$ 26.39
		2	\$ 41,598	\$ 44,144	\$ 46,846	\$ 49,714	\$ 52,757	\$ 55,986
			\$ 20.00	\$ 21.22	\$ 22.52	\$ 23.90	\$ 25.36	\$ 26.92
		3	\$ 42,430	\$ 45,027	\$ 47,783	\$ 50,708	\$ 53,812	\$ 57,105
			\$ 20.40	\$ 21.65	\$ 22.97	\$ 24.38	\$ 25.87	\$ 27.45
Admin. Asst./ Plans Expeditor	NE	1	\$ 41,151	\$ 43,669	\$ 46,342	\$ 49,179	\$ 52,189	\$ 55,383
			\$ 19.78	\$ 20.99	\$ 22.28	\$ 23.64	\$ 25.09	\$ 26.63
		2	\$ 41,974	\$ 44,543	\$ 47,269	\$ 50,162	\$ 53,233	\$ 56,491
			\$ 20.18	\$ 21.41	\$ 22.73	\$ 24.12	\$ 25.59	\$ 27.16
		3	\$ 42,813	\$ 45,434	\$ 48,215	\$ 51,166	\$ 54,298	\$ 57,621
			\$ 20.58	\$ 21.84	\$ 23.18	\$ 24.60	\$ 26.10	\$ 27.70
Grounds/Maintenance Worker III	NE	1	\$ 41,800	\$ 44,146	\$ 46,848	\$ 49,716	\$ 52,759	\$ 55,988
			\$ 20.00	\$ 21.22	\$ 22.52	\$ 23.90	\$ 25.36	\$ 26.92
		2	\$ 42,432	\$ 45,029	\$ 47,785	\$ 50,710	\$ 53,814	\$ 57,108
			\$ 20.40	\$ 21.65	\$ 22.97	\$ 24.38	\$ 25.87	\$ 27.46
		3	\$ 43,281	\$ 45,930	\$ 48,741	\$ 51,724	\$ 54,890	\$ 58,250
			\$ 20.81	\$ 22.08	\$ 23.43	\$ 24.87	\$ 26.39	\$ 28.00
Accounting Technician	NE	1	\$ 48,848	\$ 51,838	\$ 55,011	\$ 58,378	\$ 61,951	\$ 65,743
			\$ 23.48	\$ 24.92	\$ 26.45	\$ 28.07	\$ 29.78	\$ 31.61
		2	\$ 49,825	\$ 52,874	\$ 56,111	\$ 59,545	\$ 63,190	\$ 67,056
			\$ 23.95	\$ 25.42	\$ 26.98	\$ 28.63	\$ 30.38	\$ 32.24
		3	\$ 50,821	\$ 53,932	\$ 57,233	\$ 60,736	\$ 64,454	\$ 69,767
			\$ 24.43	\$ 25.93	\$ 27.52	\$ 29.20	\$ 30.99	\$ 33.54
Property Management Associate	PAM	1	\$ 51,680	\$ 54,843	\$ 58,200	\$ 61,762	\$ 65,542	\$ 69,554
			\$ 24.85	\$ 26.37	\$ 27.98	\$ 29.69	\$ 31.51	\$ 33.44
		2	\$ 52,713	\$ 55,940	\$ 59,364	\$ 62,997	\$ 66,853	\$ 70,945
			\$ 25.34	\$ 26.89	\$ 28.54	\$ 30.29	\$ 32.14	\$ 34.11
		3	\$ 53,768	\$ 57,059	\$ 60,551	\$ 64,257	\$ 68,190	\$ 72,364
			\$ 25.85	\$ 27.43	\$ 29.11	\$ 30.89	\$ 32.78	\$ 34.79
Airport Operations Coordinator	NE	1	\$ 58,880	\$ 60,149	\$ 63,831	\$ 67,738	\$ 71,884	\$ 76,284
			\$ 27.25	\$ 28.92	\$ 30.69	\$ 32.57	\$ 34.56	\$ 36.67
		2	\$ 57,814	\$ 61,352	\$ 65,108	\$ 69,093	\$ 73,322	\$ 77,809
			\$ 27.80	\$ 29.50	\$ 31.30	\$ 33.22	\$ 35.25	\$ 37.41
		3	\$ 58,970	\$ 62,579	\$ 66,410	\$ 70,474	\$ 74,788	\$ 79,366
			\$ 28.35	\$ 30.09	\$ 31.93	\$ 33.88	\$ 35.96	\$ 38.16
Executive Assistant	PAM	1	\$ 56,747	\$ 60,220	\$ 63,906	\$ 67,817	\$ 71,968	\$ 76,373
			\$ 27.28	\$ 28.95	\$ 30.72	\$ 32.60	\$ 34.60	\$ 36.72
		2	\$ 57,881	\$ 61,424	\$ 65,184	\$ 69,174	\$ 73,408	\$ 77,901
			\$ 27.83	\$ 29.53	\$ 31.34	\$ 33.26	\$ 35.29	\$ 37.45
		3	\$ 59,039	\$ 62,853	\$ 66,488	\$ 70,557	\$ 74,876	\$ 79,459
			\$ 28.36	\$ 30.12	\$ 31.97	\$ 33.92	\$ 36.00	\$ 38.20
Senior Planner	PAM	1	\$ 77,277	\$ 82,007	\$ 87,027	\$ 92,353	\$ 98,006	\$ 104,005
			\$ 37.15	\$ 39.43	\$ 41.84	\$ 44.40	\$ 47.12	\$ 50.00
		2	\$ 78,823	\$ 83,647	\$ 88,767	\$ 94,200	\$ 99,966	\$ 106,085
			\$ 37.90	\$ 40.22	\$ 42.68	\$ 45.29	\$ 48.06	\$ 51.00
		3	\$ 80,399	\$ 85,320	\$ 90,543	\$ 96,084	\$ 101,966	\$ 108,207
			\$ 38.65	\$ 41.02	\$ 43.53	\$ 46.19	\$ 49.02	\$ 52.02

**March Joint Powers Authority
Salary Scale
Effective December 31, 2020**

POSITION	STATUS	Grade	A	B	C	D	E	F
Administrative/Property Services Manager	MM	1	\$ 83,191	\$ 88,283	\$ 93,686	\$ 99,421	\$ 105,506	\$ 111,964
			\$ 40.00	\$ 42.44	\$ 45.04	\$ 47.80	\$ 50.72	\$ 53.83
		2	\$ 84,854	\$ 90,048	\$ 95,560	\$ 101,409	\$ 107,616	\$ 114,203
			\$ 40.80	\$ 43.29	\$ 45.94	\$ 48.75	\$ 51.74	\$ 54.91
		3	\$ 86,552	\$ 91,849	\$ 97,471	\$ 103,437	\$ 109,768	\$ 116,487
			\$ 41.61	\$ 44.16	\$ 46.86	\$ 49.73	\$ 52.77	\$ 56.00
Principal Planner	PAM	1	\$ 88,372	\$ 93,781	\$ 99,521	\$ 105,613	\$ 112,077	\$ 118,937
			\$ 42.49	\$ 45.09	\$ 47.85	\$ 50.78	\$ 53.88	\$ 57.18
		2	\$ 90,138	\$ 95,857	\$ 101,512	\$ 107,725	\$ 114,319	\$ 121,316
			\$ 43.34	\$ 45.99	\$ 48.80	\$ 51.79	\$ 54.96	\$ 58.32
		3	\$ 91,942	\$ 97,570	\$ 103,542	\$ 109,879	\$ 116,605	\$ 123,742
			\$ 44.20	\$ 46.91	\$ 49.78	\$ 52.83	\$ 56.06	\$ 59.49
Airport Director	MM	1	\$ 107,286	\$ 113,853	\$ 120,822	\$ 128,217	\$ 136,065	\$ 144,393
			\$ 51.58	\$ 54.74	\$ 58.09	\$ 61.64	\$ 65.42	\$ 69.42
		2	\$ 109,432	\$ 116,130	\$ 123,238	\$ 130,782	\$ 138,786	\$ 147,281
			\$ 52.61	\$ 55.83	\$ 59.25	\$ 62.88	\$ 66.72	\$ 70.81
		3	\$ 111,621	\$ 118,453	\$ 125,703	\$ 133,397	\$ 141,562	\$ 150,227
			\$ 53.66	\$ 56.95	\$ 60.43	\$ 64.13	\$ 68.06	\$ 72.22
Finance Director	MM	1	\$ 113,196	\$ 120,124	\$ 127,477	\$ 135,279	\$ 143,558	\$ 152,348
			\$ 54.42	\$ 57.75	\$ 61.29	\$ 65.04	\$ 69.02	\$ 73.24
		2	\$ 115,460	\$ 122,527	\$ 130,026	\$ 137,985	\$ 146,431	\$ 155,393
			\$ 55.51	\$ 58.91	\$ 62.51	\$ 66.34	\$ 70.40	\$ 74.71
		3	\$ 117,769	\$ 124,977	\$ 132,827	\$ 140,745	\$ 149,359	\$ 158,501
			\$ 56.62	\$ 60.09	\$ 63.76	\$ 67.67	\$ 71.81	\$ 76.20
Planning Director	MM	1	\$ 122,599	\$ 130,103	\$ 138,067	\$ 146,518	\$ 155,486	\$ 165,003
			\$ 58.94	\$ 62.55	\$ 66.38	\$ 70.44	\$ 74.75	\$ 79.33
		2	\$ 125,051	\$ 132,705	\$ 140,828	\$ 149,448	\$ 158,595	\$ 168,303
			\$ 60.12	\$ 63.80	\$ 67.71	\$ 71.85	\$ 76.25	\$ 80.91
		3	\$ 127,552	\$ 135,380	\$ 143,845	\$ 152,437	\$ 161,767	\$ 171,669
			\$ 61.32	\$ 65.08	\$ 69.06	\$ 73.29	\$ 77.77	\$ 82.53
Executive Director Current Annual Contract Amount - EM								\$ 267,411
<p>Non-shaded rows indicate authorized and filled positions. Shaded rows indicate unfilled positions. Annual and Hourly equivalent wage rates are indicated. NE: Non-Exempt PAM: Professional/Administrative Management MM: Mid-Management EM: Executive Management Benefit Bank package for all employees is \$12,604 per year. Management receives an additional management package as follows: PAM=2% of Salary, MM=4% of Salary, EM=6% of Salary</p>								

EMPLOYEE POSITIONS LIST

Airport Director
Finance Director
Planning Director
Administrative/Property Services Manager
Principal Planner
Senior Planner
Executive Assistant
Accounting Technician (2 positions)
Property Management Associate
Receptionist/Office Assistant
Grounds/Maintenance Worker III (2 positions)
Airport Operations Coordinator

2 Contractors provided through Willdan – Plans Expeditor & LLMD Manager