

# Staff Report

for the Regular Meeting of the Board of Directors, January 27, 2021

**TO:** Honorable Board of Directors

**FROM:** Jana Kolakowski, Human Resources Manager

**DATE:** January 20, 2021

**SUBJECT:** Position/Compensation Schedule – 2021 and Requirement for Publicly Available Pay Schedule (Consent)

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## *HUMAN RESOURCES*

### **RECOMMENDATION:**

Adopt the updated District's Position/Compensation Schedule for 2021, effective January 4, 2021, to include a cost of living allowance ("COLA") of one percent (1%) and authorize posting to the District's website.

### **BACKGROUND:**

The District and the American Federation of State, County, and Municipal Employees (AFSCME), Local 146 agreed to extend its labor contracts for one year through June 30, 2021, and executed the necessary side letter agreements. The one percent (1%) cost of living adjustment was applied to the District's wage schedule.

Adoption and posting of the updated Position/Compensation Schedule in the attached format is required by CalPERS. This posting also keeps the District in compliance with the requirement to have a Publicly Available Pay Schedule as per Government Code Section 20636 and California Code of Regulations Section 570.5.

### **BUDGETARY IMPACT:**

None at this time.

### Attachments (4):

- Wage/Compensation Schedule – 1/4/2021
- Side Letter between AFSCME and NID – Supervisory Unit
- Side Letter between AFSCME and NID Field Unit
- Side Letter between AFSCME and NID – Office Unit

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB19	Accountant I	1	31.49	2,519.20	5,458.27	65,499.20
		2	33.05	2,644.00	5,728.67	68,744.00
		3	34.69	2,775.20	6,012.93	72,155.20
		4	36.45	2,916.00	6,318.00	75,816.00
		5	38.26	3,060.80	6,631.73	79,580.80
WOB37	Accountant II	1	34.42	2,753.60	5,966.13	71,593.60
		2	36.16	2,892.80	6,267.73	75,212.80
		3	37.95	3,036.00	6,578.00	78,936.00
		4	39.86	3,188.80	6,909.07	82,908.80
		5	41.84	3,347.20	7,252.27	87,027.20
WOB52	Assistant Engineer	1	37.11	2,968.80	6,432.40	77,188.80
		2	38.96	3,116.80	6,753.07	81,036.80
		3	40.91	3,272.80	7,091.07	85,092.80
		4	42.95	3,436.00	7,444.67	89,336.00
		5	45.08	3,606.40	7,813.87	93,766.40
WOC66	Assistant General Manager	1	65.18	5,214.40	11,297.87	135,574.40
		2	68.45	5,476.00	11,864.67	142,376.00
		3	71.87	5,749.60	12,457.47	149,489.60
		4	75.47	6,037.60	13,081.47	156,977.60
		5	79.24	6,339.20	13,734.93	164,819.20
WOB66	Assistant Maintenance Superintendent - Vegetation Control	1	39.80	3,184.00	6,898.67	82,784.00
		2	41.77	3,341.60	7,240.13	86,881.60
		3	43.86	3,508.80	7,602.40	91,228.80
		4	46.05	3,684.00	7,982.00	95,784.00
		5	48.38	3,870.40	8,385.87	100,630.40
WOB55	Assistant Water Superintendent	1	37.67	3,013.60	6,529.47	78,353.60
		2	39.54	3,163.20	6,853.60	82,243.20
		3	41.52	3,321.60	7,196.80	86,361.60
		4	43.58	3,486.40	7,553.87	90,646.40
		5	45.77	3,661.60	7,933.47	95,201.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC03	Associate Engineer (Registered)	1	47.62	3,809.60	8,254.13	99,049.60
		2	49.98	3,998.40	8,663.20	103,958.40
		3	52.50	4,200.00	9,100.00	109,200.00
		4	55.10	4,408.00	9,550.67	114,608.00
		5	57.89	4,631.20	10,034.27	120,411.20
WOB65	Board Secretary	1	39.58	3,166.40	6,860.53	82,326.40
		2	41.56	3,324.80	7,203.73	86,444.80
		3	43.64	3,491.20	7,564.27	90,771.20
		4	45.82	3,665.60	7,942.13	95,305.60
		5	48.11	3,848.80	8,339.07	100,068.80
WOB51	Business Services Technician I	1	36.92	2,953.60	6,399.47	76,793.60
		2	38.78	3,102.40	6,721.87	80,662.40
		3	40.72	3,257.60	7,058.13	84,697.60
		4	42.73	3,418.40	7,406.53	88,878.40
		5	44.86	3,588.80	7,775.73	93,308.80
WOB71	Business Services Technician II	1	40.78	3,262.40	7,068.53	84,822.40
		2	42.82	3,425.60	7,422.13	89,065.60
		3	44.96	3,596.80	7,793.07	93,516.80
		4	47.21	3,776.80	8,183.07	98,196.80
		5	49.59	3,967.20	8,595.60	103,147.20
WOB19	Buyer	1	31.49	2,519.20	5,458.27	65,499.20
		2	33.05	2,644.00	5,728.67	68,744.00
		3	34.69	2,775.20	6,012.93	72,155.20
		4	36.45	2,916.00	6,318.00	75,816.00
		5	38.26	3,060.80	6,631.73	79,580.80
WOA41	Cashier	1	21.44	1,715.20	3,716.27	44,595.20
		2	22.50	1,800.00	3,900.00	46,800.00
		3	23.65	1,892.00	4,099.33	49,192.00
		4	24.81	1,984.80	4,300.40	51,604.80
		5	26.06	2,084.80	4,517.07	54,204.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA53	Cashier (Y)	1	22.77	1,821.60	3,946.80	47,361.60
		2	23.91	1,912.80	4,144.40	49,732.80
		3	25.10	2,008.00	4,350.67	52,208.00
		4	26.33	2,106.40	4,563.87	54,766.40
		5	27.64	2,211.20	4,790.93	57,491.20
WOB41	Chief Water Treatment Operator	1	35.12	2,809.60	6,087.47	73,049.60
		2	36.88	2,950.40	6,392.53	76,710.40
		3	38.75	3,100.00	6,716.67	80,600.00
		4	40.67	3,253.60	7,049.47	84,593.60
		5	42.69	3,415.20	7,399.60	88,795.20
WOA70	Communications Specialist I	1	24.78	1,982.40	4,295.20	51,542.40
		2	26.02	2,081.60	4,510.13	54,121.60
		3	27.32	2,185.60	4,735.47	56,825.60
		4	28.67	2,293.60	4,969.47	59,633.60
		5	30.11	2,408.80	5,219.07	62,628.80
WOA90	Communications Specialist II	1	27.37	2,189.60	4,744.13	56,929.60
		2	28.72	2,297.60	4,978.13	59,737.60
		3	30.18	2,414.40	5,231.20	62,774.40
		4	31.69	2,535.20	5,492.93	65,915.20
		5	33.27	2,661.60	5,766.80	69,201.60
WOB44	Construction Inspection Supervisor	1	35.65	2,852.00	6,179.33	74,152.00
		2	37.45	2,996.00	6,491.33	77,896.00
		3	39.31	3,144.80	6,813.73	81,764.80
		4	41.28	3,302.40	7,155.20	85,862.40
		5	43.35	3,468.00	7,514.00	90,168.00
WOB04	Construction Inspector I	1	29.22	2,337.60	5,064.80	60,777.60
		2	30.66	2,452.80	5,314.40	63,772.80
		3	32.20	2,576.00	5,581.33	66,976.00
		4	33.81	2,704.80	5,860.40	70,324.80
		5	35.50	2,840.00	6,153.33	73,840.00

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB24	Construction Inspector II	1	32.27	2,581.60	5,593.47	67,121.60
		2	33.89	2,711.20	5,874.27	70,491.20
		3	35.58	2,846.40	6,167.20	74,006.40
		4	37.37	2,989.60	6,477.47	77,729.60
		5	39.23	3,138.40	6,799.87	81,598.40
WOC21	Controller	1	52.10	4,168.00	9,030.67	108,368.00
		2	54.69	4,375.20	9,479.60	113,755.20
		3	57.40	4,592.00	9,949.33	119,392.00
		4	60.28	4,822.40	10,448.53	125,382.40
		5	63.31	5,064.80	10,973.73	131,684.80
WOA85	Cross Connection Control Technician I	1	26.70	2,136.00	4,628.00	55,536.00
		2	28.01	2,240.80	4,855.07	58,260.80
		3	29.43	2,354.40	5,101.20	61,214.40
		4	30.89	2,471.20	5,354.27	64,251.20
		5	32.45	2,596.00	5,624.67	67,496.00
WOB05	Cross Connection Control Technician II	1	29.35	2,348.00	5,087.33	61,048.00
		2	30.82	2,465.60	5,342.13	64,105.60
		3	32.36	2,588.80	5,609.07	67,308.80
		4	33.98	2,718.40	5,889.87	70,678.40
		5	35.67	2,853.60	6,182.80	74,193.60
WOB77	Customer Service Administrator	1	42.06	3,364.80	7,290.40	87,484.80
		2	44.14	3,531.20	7,650.93	91,811.20
		3	46.36	3,708.80	8,035.73	96,428.80
		4	48.68	3,894.40	8,437.87	101,254.40
		5	51.06	4,084.80	8,850.40	106,204.80
WOA41	Customer Service Representative I	1	21.44	1,715.20	3,716.27	44,595.20
		2	22.50	1,800.00	3,900.00	46,800.00
		3	23.65	1,892.00	4,099.33	49,192.00
		4	24.81	1,984.80	4,300.40	51,604.80
		5	26.06	2,084.80	4,517.07	54,204.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA61	Customer Service Representative II	1	23.68	1,894.40	4,104.53	49,254.40
		2	24.85	1,988.00	4,307.33	51,688.00
		3	26.10	2,088.00	4,524.00	54,288.00
		4	27.43	2,194.40	4,754.53	57,054.40
		5	28.77	2,301.60	4,986.80	59,841.60
WOA55	Customer Service Technician I	1	22.99	1,839.20	3,984.93	47,819.20
		2	24.13	1,930.40	4,182.53	50,190.40
		3	25.33	2,026.40	4,390.53	52,686.40
		4	26.61	2,128.80	4,612.40	55,348.80
		5	27.95	2,236.00	4,844.67	58,136.00
WOA75	Customer Service Technician II	1	25.41	2,032.80	4,404.40	52,852.80
		2	26.66	2,132.80	4,621.07	55,452.80
		3	27.99	2,239.20	4,851.60	58,219.20
		4	29.40	2,352.00	5,096.00	61,152.00
		5	30.87	2,469.60	5,350.80	64,209.60
DIR01	Director	1	7.14	571.21	1,237.62	14,851.46
WOA55	Dispatcher I	1	22.99	1,839.20	3,984.93	47,819.20
		2	24.13	1,930.40	4,182.53	50,190.40
		3	25.33	2,026.40	4,390.53	52,686.40
		4	26.61	2,128.80	4,612.40	55,348.80
		5	27.95	2,236.00	4,844.67	58,136.00
WOA75	Dispatcher II	1	25.41	2,032.80	4,404.40	52,852.80
		2	26.66	2,132.80	4,621.07	55,452.80
		3	27.99	2,239.20	4,851.60	58,219.20
		4	29.40	2,352.00	5,096.00	61,152.00
		5	30.87	2,469.60	5,350.80	64,209.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB92	Electrical Systems Superintendent	1	45.31	3,624.80	7,853.73	94,244.80
		2	47.56	3,804.80	8,243.73	98,924.80
		3	49.93	3,994.40	8,654.53	103,854.40
		4	52.43	4,194.40	9,087.87	109,054.40
		5	55.05	4,404.00	9,542.00	114,504.00
WOB28	Electrical Systems Technician I	1	32.93	2,634.40	5,707.87	68,494.40
		2	34.56	2,764.80	5,990.40	71,884.80
		3	36.29	2,903.20	6,290.27	75,483.20
		4	38.10	3,048.00	6,604.00	79,248.00
		5	40.00	3,200.00	6,933.33	83,200.00
WOB48	Electrical Systems Technician II	1	36.36	2,908.80	6,302.40	75,628.80
		2	38.19	3,055.20	6,619.60	79,435.20
		3	40.10	3,208.00	6,950.67	83,408.00
		4	42.11	3,368.80	7,299.07	87,588.80
		5	44.20	3,536.00	7,661.33	91,936.00
WOC82	Engineering Manager	1	70.60	5,648.00	12,237.33	146,848.00
		2	74.14	5,931.20	12,850.93	154,211.20
		3	77.83	6,226.40	13,490.53	161,886.40
		4	81.72	6,537.60	14,164.80	169,977.60
		5	85.84	6,867.20	14,878.93	178,547.20
WOB03	Engineering Technician I	1	29.06	2,324.80	5,037.07	60,444.80
		2	30.53	2,442.40	5,291.87	63,502.40
		3	32.03	2,562.40	5,551.87	66,622.40
		4	33.63	2,690.40	5,829.20	69,950.40
		5	35.31	2,824.80	6,120.40	73,444.80
WOB23	Engineering Technician II	1	32.09	2,567.20	5,562.27	66,747.20
		2	33.71	2,696.80	5,843.07	70,116.80
		3	35.38	2,830.40	6,132.53	73,590.40
		4	37.17	2,973.60	6,442.80	77,313.60
		5	39.01	3,120.80	6,761.73	81,140.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC03	Environmental Resources Administrator	1	47.62	3,809.60	8,254.13	99,049.60
		2	49.98	3,998.40	8,663.20	103,958.40
		3	52.50	4,200.00	9,100.00	109,200.00
		4	55.10	4,408.00	9,550.67	114,608.00
		5	57.89	4,631.20	10,034.27	120,411.20
WOA85	Environmental Resources Technician I	1	26.70	2,136.00	4,628.00	55,536.00
		2	28.01	2,240.80	4,855.07	58,260.80
		3	29.43	2,354.40	5,101.20	61,214.40
		4	30.89	2,471.20	5,354.27	64,251.20
		5	32.45	2,596.00	5,624.67	67,496.00
WOB03	Environmental Resources Technician II	1	29.06	2,324.80	5,037.07	60,444.80
		2	30.53	2,442.40	5,291.87	63,502.40
		3	32.03	2,562.40	5,551.87	66,622.40
		4	33.63	2,690.40	5,829.20	69,950.40
		5	35.31	2,824.80	6,120.40	73,444.80
WOA82	Equipment Mechanic I	1	26.30	2,104.00	4,558.67	54,704.00
		2	27.59	2,207.20	4,782.27	57,387.20
		3	29.00	2,320.00	5,026.67	60,320.00
		4	30.44	2,435.20	5,276.27	63,315.20
		5	31.97	2,557.60	5,541.47	66,497.60
WOB02	Equipment Mechanic II	1	28.93	2,314.40	5,014.53	60,174.40
		2	30.36	2,428.80	5,262.40	63,148.80
		3	31.88	2,550.40	5,525.87	66,310.40
		4	33.47	2,677.60	5,801.47	69,617.60
		5	35.15	2,812.00	6,092.67	73,112.00
WOB32	Equipment Mechanic Supervisor	1	33.58	2,686.40	5,820.53	69,846.40
		2	35.25	2,820.00	6,110.00	73,320.00
		3	37.04	2,963.20	6,420.27	77,043.20
		4	38.86	3,108.80	6,735.73	80,828.80
		5	40.80	3,264.00	7,072.00	84,864.00



# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA95	Equipment Operator	1	28.05	2,244.00	4,862.00	58,344.00
		2	29.46	2,356.80	5,106.40	61,276.80
		3	30.93	2,474.40	5,361.20	64,334.40
		4	32.49	2,599.20	5,631.60	67,579.20
		5	34.09	2,727.20	5,908.93	70,907.20
WOA53	Equipment Service Worker	1	22.77	1,821.60	3,946.80	47,361.60
		2	23.91	1,912.80	4,144.40	49,732.80
		3	25.10	2,008.00	4,350.67	52,208.00
		4	26.33	2,106.40	4,563.87	54,766.40
		5	27.64	2,211.20	4,790.93	57,491.20
WOA99	Executive Management Assistant	1	28.61	2,288.80	4,959.07	59,508.80
		2	30.07	2,405.60	5,212.13	62,545.60
		3	31.56	2,524.80	5,470.40	65,644.80
		4	33.14	2,651.20	5,744.27	68,931.20
		5	34.78	2,782.40	6,028.53	72,342.40
WOA73	Facility Ranger	1	25.13	2,010.40	4,355.87	52,270.40
		2	26.40	2,112.00	4,576.00	54,912.00
		3	27.71	2,216.80	4,803.07	57,636.80
		4	29.09	2,327.20	5,042.27	60,507.20
		5	30.57	2,445.60	5,298.80	63,585.60
WOB19	Finance Analyst	1	31.49	2,519.20	5,458.27	65,499.20
		2	33.05	2,644.00	5,728.67	68,744.00
		3	34.69	2,775.20	6,012.93	72,155.20
		4	36.45	2,916.00	6,318.00	75,816.00
		5	38.26	3,060.80	6,631.73	79,580.80
WOA41	Finance Assistant I	1	21.44	1,715.20	3,716.27	44,595.20
		2	22.50	1,800.00	3,900.00	46,800.00
		3	23.65	1,892.00	4,099.33	49,192.00
		4	24.81	1,984.80	4,300.40	51,604.80
		5	26.06	2,084.80	4,517.07	54,204.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA61	Finance Assistant II	1	23.68	1,894.40	4,104.53	49,254.40
		2	24.85	1,988.00	4,307.33	51,688.00
		3	26.10	2,088.00	4,524.00	54,288.00
		4	27.43	2,194.40	4,754.53	57,054.40
		5	28.77	2,301.60	4,986.80	59,841.60
WOC66	Finance Manager	1	65.18	5,214.40	11,297.87	135,574.40
		2	68.45	5,476.00	11,864.67	142,376.00
		3	71.87	5,749.60	12,457.47	149,489.60
		4	75.47	6,037.60	13,081.47	156,977.60
		5	79.24	6,339.20	13,734.93	164,819.20
GM001	General Manager	1	124.67	9,973.60	21,609.47	259,313.60
WOB03	GIS Technician I	1	29.06	2,324.80	5,037.07	60,444.80
		2	30.53	2,442.40	5,291.87	63,502.40
		3	32.03	2,562.40	5,551.87	66,622.40
		4	33.63	2,690.40	5,829.20	69,950.40
		5	35.31	2,824.80	6,120.40	73,444.80
WOB23	GIS Technician II	1	32.09	2,567.20	5,562.27	66,747.20
		2	33.71	2,696.80	5,843.07	70,116.80
		3	35.38	2,830.40	6,132.53	73,590.40
		4	37.17	2,973.60	6,442.80	77,313.60
		5	39.01	3,120.80	6,761.73	81,140.80
WOB72	Human Resources Manager	1	40.99	3,279.20	7,104.93	85,259.20
		2	43.05	3,444.00	7,462.00	89,544.00
		3	45.22	3,617.60	7,838.13	94,057.60
		4	47.47	3,797.60	8,228.13	98,737.60
		5	49.83	3,986.40	8,637.20	103,646.40

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB13	Human Resources Representative I	1	30.56	2,444.80	5,297.07	63,564.80
		2	32.07	2,565.60	5,558.80	66,705.60
		3	33.66	2,692.80	5,834.40	70,012.80
		4	35.34	2,827.20	6,125.60	73,507.20
		5	37.13	2,970.40	6,435.87	77,230.40
WOB51	Human Resources Representative II	1	36.92	2,953.60	6,399.47	76,793.60
		2	38.78	3,102.40	6,721.87	80,662.40
		3	40.72	3,257.60	7,058.13	84,697.60
		4	42.73	3,418.40	7,406.53	88,878.40
		5	44.86	3,588.80	7,775.73	93,308.80
WOA85	Hydraulic Technician I	1	26.70	2,136.00	4,628.00	55,536.00
		2	28.01	2,240.80	4,855.07	58,260.80
		3	29.43	2,354.40	5,101.20	61,214.40
		4	30.89	2,471.20	5,354.27	64,251.20
		5	32.45	2,596.00	5,624.67	67,496.00
WOB05	Hydraulic Technician II	1	29.35	2,348.00	5,087.33	61,048.00
		2	30.82	2,465.60	5,342.13	64,105.60
		3	32.36	2,588.80	5,609.07	67,308.80
		4	33.98	2,718.40	5,889.87	70,678.40
		5	35.67	2,853.60	6,182.80	74,193.60
WOB45	Hydro Electrical Machinist I	1	35.82	2,865.60	6,208.80	74,505.60
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.51	3,160.80	6,848.40	82,180.80
		4	41.48	3,318.40	7,189.87	86,278.40
		5	43.55	3,484.00	7,548.67	90,584.00
WOB65	Hydro Electrical Machinist II	1	39.58	3,166.40	6,860.53	82,326.40
		2	41.56	3,324.80	7,203.73	86,444.80
		3	43.64	3,491.20	7,564.27	90,771.20
		4	45.82	3,665.60	7,942.13	95,305.60
		5	48.11	3,848.80	8,339.07	100,068.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB55	Hydroelectric Communication Technician I	1	37.67	3,013.60	6,529.47	78,353.60
		2	39.54	3,163.20	6,853.60	82,243.20
		3	41.52	3,321.60	7,196.80	86,361.60
		4	43.58	3,486.40	7,553.87	90,646.40
		5	45.77	3,661.60	7,933.47	95,201.60
WOB75	Hydroelectric Communication Technician II	1	41.61	3,328.80	7,212.40	86,548.80
		2	43.71	3,496.80	7,576.40	90,916.80
		3	45.87	3,669.60	7,950.80	95,409.60
		4	48.15	3,852.00	8,346.00	100,152.00
		5	50.58	4,046.40	8,767.20	105,206.40
WOC40	Hydroelectric Compliance Administrator	1	57.28	4,582.40	9,928.53	119,142.40
		2	60.13	4,810.40	10,422.53	125,070.40
		3	63.11	5,048.80	10,939.07	131,268.80
		4	66.28	5,302.40	11,488.53	137,862.40
		5	69.60	5,568.00	12,064.00	144,768.00
WOC23	Hydroelectric Compliance Analyst	1	52.60	4,208.00	9,117.33	109,408.00
		2	55.26	4,420.80	9,578.40	114,940.80
		3	58.00	4,640.00	10,053.33	120,640.00
		4	60.88	4,870.40	10,552.53	126,630.40
		5	63.95	5,116.00	11,084.67	133,016.00
WOB03	Hydroelectric Compliance Technician I	1	29.06	2,324.80	5,037.07	60,444.80
		2	30.53	2,442.40	5,291.87	63,502.40
		3	32.03	2,562.40	5,551.87	66,622.40
		4	33.63	2,690.40	5,829.20	69,950.40
		5	35.31	2,824.80	6,120.40	73,444.80
WOB23	Hydroelectric Compliance Technician II	1	32.09	2,567.20	5,562.27	66,747.20
		2	33.71	2,696.80	5,843.07	70,116.80
		3	35.38	2,830.40	6,132.53	73,590.40
		4	37.17	2,973.60	6,442.80	77,313.60
		5	39.01	3,120.80	6,761.73	81,140.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC40	Hydroelectric Generation Superintendent	1	57.28	4,582.40	9,928.53	119,142.40
		2	60.13	4,810.40	10,422.53	125,070.40
		3	63.11	5,048.80	10,939.07	131,268.80
		4	66.28	5,302.40	11,488.53	137,862.40
		5	69.60	5,568.00	12,064.00	144,768.00
WOC16	Hydroelectric Generation Supervisor	1	50.80	4,064.00	8,805.33	105,664.00
		2	53.35	4,268.00	9,247.33	110,968.00
		3	56.00	4,480.00	9,706.67	116,480.00
		4	58.81	4,704.80	10,193.73	122,324.80
		5	61.76	4,940.80	10,705.07	128,460.80
WOC40	Hydroelectric Maintenance Superintendent	1	57.28	4,582.40	9,928.53	119,142.40
		2	60.13	4,810.40	10,422.53	125,070.40
		3	63.11	5,048.80	10,939.07	131,268.80
		4	66.28	5,302.40	11,488.53	137,862.40
		5	69.60	5,568.00	12,064.00	144,768.00
WOC16	Hydroelectric Maintenance Supervisor	1	50.80	4,064.00	8,805.33	105,664.00
		2	53.35	4,268.00	9,247.33	110,968.00
		3	56.00	4,480.00	9,706.67	116,480.00
		4	58.81	4,704.80	10,193.73	122,324.80
		5	61.76	4,940.80	10,705.07	128,460.80
WOB37	Hydroelectric Maintenance Technician I	1	34.42	2,753.60	5,966.13	71,593.60
		2	36.16	2,892.80	6,267.73	75,212.80
		3	37.95	3,036.00	6,578.00	78,936.00
		4	39.86	3,188.80	6,909.07	82,908.80
		5	41.84	3,347.20	7,252.27	87,027.20
WOB62	Hydroelectric Maintenance Technician II	1	38.99	3,119.20	6,758.27	81,099.20
		2	40.95	3,276.00	7,098.00	85,176.00
		3	43.01	3,440.80	7,455.07	89,460.80
		4	45.15	3,612.00	7,826.00	93,912.00
		5	47.38	3,790.40	8,212.53	98,550.40

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC64	Hydroelectric Manager	1	64.53	5,162.40	11,185.20	134,222.40
		2	67.78	5,422.40	11,748.53	140,982.40
		3	71.16	5,692.80	12,334.40	148,012.80
		4	74.72	5,977.60	12,951.47	155,417.60
		5	78.47	6,277.60	13,601.47	163,217.60
WOB45	Hydroelectric Plant Operator I	1	35.82	2,865.60	6,208.80	74,505.60
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.51	3,160.80	6,848.40	82,180.80
		4	41.48	3,318.40	7,189.87	86,278.40
		5	43.55	3,484.00	7,548.67	90,584.00
WOB45	Hydroelectric Plant Operator I - Resident	1	35.82	2,865.60	6,208.80	74,505.60
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.51	3,160.80	6,848.40	82,180.80
		4	41.48	3,318.40	7,189.87	86,278.40
		5	43.55	3,484.00	7,548.67	90,584.00
WOB65	Hydroelectric Plant Operator II	1	39.58	3,166.40	6,860.53	82,326.40
		2	41.56	3,324.80	7,203.73	86,444.80
		3	43.64	3,491.20	7,564.27	90,771.20
		4	45.82	3,665.60	7,942.13	95,305.60
		5	48.11	3,848.80	8,339.07	100,068.80
WOB65	Hydroelectric Plant Operator II - Resident	1	39.58	3,166.40	6,860.53	82,326.40
		2	41.56	3,324.80	7,203.73	86,444.80
		3	43.64	3,491.20	7,564.27	90,771.20
		4	45.82	3,665.60	7,942.13	95,305.60
		5	48.11	3,848.80	8,339.07	100,068.80
WOB55	Hydroelectric Systems Technician I	1	37.67	3,013.60	6,529.47	78,353.60
		2	39.54	3,163.20	6,853.60	82,243.20
		3	41.52	3,321.60	7,196.80	86,361.60
		4	43.58	3,486.40	7,553.87	90,646.40
		5	45.77	3,661.60	7,933.47	95,201.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB75	Hydroelectric Systems Technician II	1	41.61	3,328.80	7,212.40	86,548.80
		2	43.71	3,496.80	7,576.40	90,916.80
		3	45.87	3,669.60	7,950.80	95,409.60
		4	48.15	3,852.00	8,346.00	100,152.00
		5	50.58	4,046.40	8,767.20	105,206.40
WOB17	Hydroelectric Water Systems Operator I	1	31.18	2,494.40	5,404.53	64,854.40
		2	32.73	2,618.40	5,673.20	68,078.40
		3	34.35	2,748.00	5,954.00	71,448.00
		4	36.08	2,886.40	6,253.87	75,046.40
		5	37.86	3,028.80	6,562.40	78,748.80
WOB37	Hydroelectric Water Systems Operator I	1	34.42	2,753.60	5,966.13	71,593.60
		2	36.16	2,892.80	6,267.73	75,212.80
		3	37.95	3,036.00	6,578.00	78,936.00
		4	39.86	3,188.80	6,909.07	82,908.80
		5	41.84	3,347.20	7,252.27	87,027.20
WOB37	Hydroelectric Water Systems Operator II	1	34.42	2,753.60	5,966.13	71,593.60
		2	36.16	2,892.80	6,267.73	75,212.80
		3	37.95	3,036.00	6,578.00	78,936.00
		4	39.86	3,188.80	6,909.07	82,908.80
		5	41.84	3,347.20	7,252.27	87,027.20
WOB55	Hydrographer I	1	37.67	3,013.60	6,529.47	78,353.60
		2	39.54	3,163.20	6,853.60	82,243.20
		3	41.52	3,321.60	7,196.80	86,361.60
		4	43.58	3,486.40	7,553.87	90,646.40
		5	45.77	3,661.60	7,933.47	95,201.60
WOB75	Hydrographer II	1	41.61	3,328.80	7,212.40	86,548.80
		2	43.71	3,496.80	7,576.40	90,916.80
		3	45.87	3,669.60	7,950.80	95,409.60
		4	48.15	3,852.00	8,346.00	100,152.00
		5	50.58	4,046.40	8,767.20	105,206.40

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOC03	Information Technology Administrator	1	47.62	3,809.60	8,254.13	99,049.60
		2	49.98	3,998.40	8,663.20	103,958.40
		3	52.50	4,200.00	9,100.00	109,200.00
		4	55.10	4,408.00	9,550.67	114,608.00
		5	57.89	4,631.20	10,034.27	120,411.20
WOB77	Information Technology Analyst	1	42.06	3,364.80	7,290.40	87,484.80
		2	44.14	3,531.20	7,650.93	91,811.20
		3	46.36	3,708.80	8,035.73	96,428.80
		4	48.68	3,894.40	8,437.87	101,254.40
		5	51.06	4,084.80	8,850.40	106,204.80
WOB37	Information Technology Technician	1	34.42	2,753.60	5,966.13	71,593.60
		2	36.16	2,892.80	6,267.73	75,212.80
		3	37.95	3,036.00	6,578.00	78,936.00
		4	39.86	3,188.80	6,909.07	82,908.80
		5	41.84	3,347.20	7,252.27	87,027.20
WOC03	Land Surveyor	1	47.62	3,809.60	8,254.13	99,049.60
		2	49.98	3,998.40	8,663.20	103,958.40
		3	52.50	4,200.00	9,100.00	109,200.00
		4	55.10	4,408.00	9,550.67	114,608.00
		5	57.89	4,631.20	10,034.27	120,411.20
WOC62	Maintenance Manager	1	63.88	5,110.40	11,072.53	132,870.40
		2	67.10	5,368.00	11,630.67	139,568.00
		3	70.46	5,636.80	12,213.07	146,556.80
		4	73.97	5,917.60	12,821.47	153,857.60
		5	77.67	6,213.60	13,462.80	161,553.60
WOB96	Maintenance Superintendent	1	46.21	3,696.80	8,009.73	96,116.80
		2	48.51	3,880.80	8,408.40	100,900.80
		3	50.95	4,076.00	8,831.33	105,976.00
		4	53.48	4,278.40	9,269.87	111,238.40
		5	56.18	4,494.40	9,737.87	116,854.40



# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB36	Maintenance Supervisor	1	34.27	2,741.60	5,940.13	71,281.60
		2	35.97	2,877.60	6,234.80	74,817.60
		3	37.77	3,021.60	6,546.80	78,561.60
		4	39.64	3,171.20	6,870.93	82,451.20
		5	41.64	3,331.20	7,217.60	86,611.20
WOA78	Management Assistant	1	25.78	2,062.40	4,468.53	53,622.40
		2	27.06	2,164.80	4,690.40	56,284.80
		3	28.43	2,274.40	4,927.87	59,134.40
		4	29.83	2,386.40	5,170.53	62,046.40
		5	31.33	2,506.40	5,430.53	65,166.40
WOA10	Office Assistant I	1	18.35	1,468.00	3,180.67	38,168.00
		2	19.30	1,544.00	3,345.33	40,144.00
		3	20.24	1,619.20	3,508.27	42,099.20
		4	21.26	1,700.80	3,685.07	44,220.80
		5	22.34	1,787.20	3,872.27	46,467.20
WOA30	Office Assistant II	1	20.28	1,622.40	3,515.20	42,182.40
		2	21.29	1,703.20	3,690.27	44,283.20
		3	22.37	1,789.60	3,877.47	46,529.60
		4	23.49	1,879.20	4,071.60	48,859.20
		5	24.67	1,973.60	4,276.13	51,313.60
WOB91	Operations Administrator	1	45.06	3,604.80	7,810.40	93,724.80
		2	47.32	3,785.60	8,202.13	98,425.60
		3	49.69	3,975.20	8,612.93	103,355.20
		4	52.16	4,172.80	9,041.07	108,492.80
		5	54.80	4,384.00	9,498.67	113,984.00
WOA91	Operations Technician I	1	27.51	2,200.80	4,768.40	57,220.80
		2	28.91	2,312.80	5,011.07	60,132.80
		3	30.34	2,427.20	5,258.93	63,107.20
		4	31.84	2,547.20	5,518.93	66,227.20
		5	33.44	2,675.20	5,796.27	69,555.20

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB11	Operations Technician II	1	30.25	2,420.00	5,243.33	62,920.00
		2	31.74	2,539.20	5,501.60	66,019.20
		3	33.34	2,667.20	5,778.93	69,347.20
		4	35.00	2,800.00	6,066.67	72,800.00
		5	36.76	2,940.80	6,371.73	76,460.80
WOC43	Principal Engineer	1	58.11	4,648.80	10,072.40	120,868.80
		2	61.04	4,883.20	10,580.27	126,963.20
		3	64.08	5,126.40	11,107.20	133,286.40
		4	67.27	5,381.60	11,660.13	139,921.60
		5	70.63	5,650.40	12,242.53	146,910.40
WOB52	Project Manager	1	37.11	2,968.80	6,432.40	77,188.80
		2	38.96	3,116.80	6,753.07	81,036.80
		3	40.91	3,272.80	7,091.07	85,092.80
		4	42.95	3,436.00	7,444.67	89,336.00
		5	45.08	3,606.40	7,813.87	93,766.40
WOB49	Purchasing Supervisor	1	36.54	2,923.20	6,333.60	76,003.20
		2	38.39	3,071.20	6,654.27	79,851.20
		3	40.30	3,224.00	6,985.33	83,824.00
		4	42.30	3,384.00	7,332.00	87,984.00
		5	44.45	3,556.00	7,704.67	92,456.00
WOA78	Records Management Assistant	1	25.78	2,062.40	4,468.53	53,622.40
		2	27.06	2,164.80	4,690.40	56,284.80
		3	28.43	2,274.40	4,927.87	59,134.40
		4	29.83	2,386.40	5,170.53	62,046.40
		5	31.33	2,506.40	5,430.53	65,166.40
WOA41	Recreation Assistant I	1	21.44	1,715.20	3,716.27	44,595.20
		2	22.50	1,800.00	3,900.00	46,800.00
		3	23.65	1,892.00	4,099.33	49,192.00
		4	24.81	1,984.80	4,300.40	51,604.80
		5	26.06	2,084.80	4,517.07	54,204.80

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA61	Recreation Assistant II	1	23.68	1,894.40	4,104.53	49,254.40
		2	24.85	1,988.00	4,307.33	51,688.00
		3	26.10	2,088.00	4,524.00	54,288.00
		4	27.43	2,194.40	4,754.53	57,054.40
		5	28.77	2,301.60	4,986.80	59,841.60
WOB96	Recreation Facility Superintendent	1	46.21	3,696.80	8,009.73	96,116.80
		2	48.51	3,880.80	8,408.40	100,900.80
		3	50.95	4,076.00	8,831.33	105,976.00
		4	53.48	4,278.40	9,269.87	111,238.40
		5	56.18	4,494.40	9,737.87	116,854.40
WOC21	Recreation Manager	1	52.10	4,168.00	9,030.67	108,368.00
		2	54.69	4,375.20	9,479.60	113,755.20
		3	57.40	4,592.00	9,949.33	119,392.00
		4	60.28	4,822.40	10,448.53	125,382.40
		5	63.31	5,064.80	10,973.73	131,684.80
WOB53	Right of Way Agent I	1	37.27	2,981.60	6,460.13	77,521.60
		2	39.15	3,132.00	6,786.00	81,432.00
		3	41.11	3,288.80	7,125.73	85,508.80
		4	43.19	3,455.20	7,486.27	89,835.20
		5	45.33	3,626.40	7,857.20	94,286.40
WOB73	Right of Way Agent II	1	41.20	3,296.00	7,141.33	85,696.00
		2	43.25	3,460.00	7,496.67	89,960.00
		3	45.41	3,632.80	7,871.07	94,452.80
		4	47.71	3,816.80	8,269.73	99,236.80
		5	50.06	4,004.80	8,677.07	104,124.80
WOB45	Safety Analyst	1	35.82	2,865.60	6,208.80	74,505.60
		2	37.62	3,009.60	6,520.80	78,249.60
		3	39.51	3,160.80	6,848.40	82,180.80
		4	41.48	3,318.40	7,189.87	86,278.40
		5	43.55	3,484.00	7,548.67	90,584.00

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA59	Safety Technician I	1	23.45	1,876.00	4,064.67	48,776.00
		2	24.63	1,970.40	4,269.20	51,230.40
		3	25.85	2,068.00	4,480.67	53,768.00
		4	27.14	2,171.20	4,704.27	56,451.20
		5	28.53	2,282.40	4,945.20	59,342.40
WOA78	Safety Technician II	1	25.78	2,062.40	4,468.53	53,622.40
		2	27.06	2,164.80	4,690.40	56,284.80
		3	28.43	2,274.40	4,927.87	59,134.40
		4	29.83	2,386.40	5,170.53	62,046.40
		5	31.33	2,506.40	5,430.53	65,166.40
WOA81	Senior Customer Service Representative	1	26.18	2,094.40	4,537.87	54,454.40
		2	27.48	2,198.40	4,763.20	57,158.40
		3	28.86	2,308.80	5,002.40	60,028.80
		4	30.28	2,422.40	5,248.53	62,982.40
		5	31.80	2,544.00	5,512.00	66,144.00
WOC33	Senior Engineer (Registered)	1	55.30	4,424.00	9,585.33	115,024.00
		2	58.04	4,643.20	10,060.27	120,723.20
		3	60.95	4,876.00	10,564.67	126,776.00
		4	64.01	5,120.80	11,095.07	133,140.80
		5	67.22	5,377.60	11,651.47	139,817.60
WOC43	Senior Engineer (Registered) - Dam Safety	1	58.11	4,648.80	10,072.40	120,868.80
		2	61.04	4,883.20	10,580.27	126,963.20
		3	64.08	5,126.40	11,107.20	133,286.40
		4	67.27	5,381.60	11,660.13	139,921.60
		5	70.63	5,650.40	12,242.53	146,910.40
WOB43	Senior Engineering Technician	1	35.48	2,838.40	6,149.87	73,798.40
		2	37.24	2,979.20	6,454.93	77,459.20
		3	39.09	3,127.20	6,775.60	81,307.20
		4	41.07	3,285.60	7,118.80	85,425.60
		5	43.12	3,449.60	7,474.13	89,689.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA81	Senior Finance Assistant	1	26.18	2,094.40	4,537.87	54,454.40
		2	27.48	2,198.40	4,763.20	57,158.40
		3	28.86	2,308.80	5,002.40	60,028.80
		4	30.28	2,422.40	5,248.53	62,982.40
		5	31.80	2,544.00	5,512.00	66,144.00
WOB85	Senior Hydro Electrical Machinist	1	43.75	3,500.00	7,583.33	91,000.00
		2	45.93	3,674.40	7,961.20	95,534.40
		3	48.22	3,857.60	8,358.13	100,297.60
		4	50.65	4,052.00	8,779.33	105,352.00
		5	53.14	4,251.20	9,210.93	110,531.20
WOB77	Senior Hydroelectric Maintenance Technician	1	42.06	3,364.80	7,290.40	87,484.80
		2	44.14	3,531.20	7,650.93	91,811.20
		3	46.36	3,708.80	8,035.73	96,428.80
		4	48.68	3,894.40	8,437.87	101,254.40
		5	51.06	4,084.80	8,850.40	106,204.80
WOB85	Senior Hydroelectric Plant Operator	1	43.75	3,500.00	7,583.33	91,000.00
		2	45.93	3,674.40	7,961.20	95,534.40
		3	48.22	3,857.60	8,358.13	100,297.60
		4	50.65	4,052.00	8,779.33	105,352.00
		5	53.14	4,251.20	9,210.93	110,531.20
WOB95	Senior Hydroelectric Systems Technician	1	46.00	3,680.00	7,973.33	95,680.00
		2	48.29	3,863.20	8,370.27	100,443.20
		3	50.69	4,055.20	8,786.27	105,435.20
		4	53.25	4,260.00	9,230.00	110,760.00
		5	55.89	4,471.20	9,687.60	116,251.20
WOB95	Senior Hydrographer	1	46.00	3,680.00	7,973.33	95,680.00
		2	48.29	3,863.20	8,370.27	100,443.20
		3	50.69	4,055.20	8,786.27	105,435.20
		4	53.25	4,260.00	9,230.00	110,760.00
		5	55.89	4,471.20	9,687.60	116,251.20

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA73	Senior Park Ranger	1	25.13	2,010.40	4,355.87	52,270.40
		2	26.40	2,112.00	4,576.00	54,912.00
		3	27.71	2,216.80	4,803.07	57,636.80
		4	29.09	2,327.20	5,042.27	60,507.20
		5	30.57	2,445.60	5,298.80	63,585.60
WOB93	Senior Right of Way Agent	1	45.51	3,640.80	7,888.40	94,660.80
		2	47.78	3,822.40	8,281.87	99,382.40
		3	50.22	4,017.60	8,704.80	104,457.60
		4	52.70	4,216.00	9,134.67	109,616.00
		5	55.32	4,425.60	9,588.80	115,065.60
WOA93	Senior Storekeeper	1	27.81	2,224.80	4,820.40	57,844.80
		2	29.17	2,333.60	5,056.13	60,673.60
		3	30.63	2,450.40	5,309.20	63,710.40
		4	32.17	2,573.60	5,576.13	66,913.60
		5	33.79	2,703.20	5,856.93	70,283.20
WOB43	Senior Survey Technician	1	35.48	2,838.40	6,149.87	73,798.40
		2	37.24	2,979.20	6,454.93	77,459.20
		3	39.09	3,127.20	6,775.60	81,307.20
		4	41.07	3,285.60	7,118.80	85,425.60
		5	43.12	3,449.60	7,474.13	89,689.60
WOB05	Senior Utility Worker	1	29.35	2,348.00	5,087.33	61,048.00
		2	30.82	2,465.60	5,342.13	64,105.60
		3	32.36	2,588.80	5,609.07	67,308.80
		4	33.98	2,718.40	5,889.87	70,678.40
		5	35.67	2,853.60	6,182.80	74,193.60
WOB05	Senior Vegetation Control Worker	1	29.35	2,348.00	5,087.33	61,048.00
		2	30.82	2,465.60	5,342.13	64,105.60
		3	32.36	2,588.80	5,609.07	67,308.80
		4	33.98	2,718.40	5,889.87	70,678.40
		5	35.67	2,853.60	6,182.80	74,193.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB05	Senior Water Distribution Operator	1	29.35	2,348.00	5,087.33	61,048.00
		2	30.82	2,465.60	5,342.13	64,105.60
		3	32.36	2,588.80	5,609.07	67,308.80
		4	33.98	2,718.40	5,889.87	70,678.40
		5	35.67	2,853.60	6,182.80	74,193.60
WOB22	Senior Welder	1	31.96	2,556.80	5,539.73	66,476.80
		2	33.55	2,684.00	5,815.33	69,784.00
		3	35.22	2,817.60	6,104.80	73,257.60
		4	37.00	2,960.00	6,413.33	76,960.00
		5	38.83	3,106.40	6,730.53	80,766.40
WOA73	Storekeeper	1	25.13	2,010.40	4,355.87	52,270.40
		2	26.40	2,112.00	4,576.00	54,912.00
		3	27.71	2,216.80	4,803.07	57,636.80
		4	29.09	2,327.20	5,042.27	60,507.20
		5	30.57	2,445.60	5,298.80	63,585.60
WOB03	Survey Technician I	1	29.06	2,324.80	5,037.07	60,444.80
		2	30.53	2,442.40	5,291.87	63,502.40
		3	32.03	2,562.40	5,551.87	66,622.40
		4	33.63	2,690.40	5,829.20	69,950.40
		5	35.31	2,824.80	6,120.40	73,444.80
WOB23	Survey Technician II	1	32.09	2,567.20	5,562.27	66,747.20
		2	33.71	2,696.80	5,843.07	70,116.80
		3	35.38	2,830.40	6,132.53	73,590.40
		4	37.17	2,973.60	6,442.80	77,313.60
		5	39.01	3,120.80	6,761.73	81,140.80
WOC10	Treated Water Superintendent	1	49.31	3,944.80	8,547.07	102,564.80
		2	51.78	4,142.40	8,975.20	107,702.40
		3	54.36	4,348.80	9,422.40	113,068.80
		4	57.07	4,565.60	9,892.13	118,705.60
		5	59.93	4,794.40	10,387.87	124,654.40

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA53	Utility Worker I	1	22.77	1,821.60	3,946.80	47,361.60
		2	23.91	1,912.80	4,144.40	49,732.80
		3	25.10	2,008.00	4,350.67	52,208.00
		4	26.33	2,106.40	4,563.87	54,766.40
		5	27.64	2,211.20	4,790.93	57,491.20
WOA73	Utility Worker II	1	25.13	2,010.40	4,355.87	52,270.40
		2	26.40	2,112.00	4,576.00	54,912.00
		3	27.71	2,216.80	4,803.07	57,636.80
		4	29.09	2,327.20	5,042.27	60,507.20
		5	30.57	2,445.60	5,298.80	63,585.60
WOA53	Vegetation Control Worker I	1	22.77	1,821.60	3,946.80	47,361.60
		2	23.91	1,912.80	4,144.40	49,732.80
		3	25.10	2,008.00	4,350.67	52,208.00
		4	26.33	2,106.40	4,563.87	54,766.40
		5	27.64	2,211.20	4,790.93	57,491.20
WOA73	Vegetation Control Worker II	1	25.13	2,010.40	4,355.87	52,270.40
		2	26.40	2,112.00	4,576.00	54,912.00
		3	27.71	2,216.80	4,803.07	57,636.80
		4	29.09	2,327.20	5,042.27	60,507.20
		5	30.57	2,445.60	5,298.80	63,585.60
WOA64	Water Distribution Operator I	1	24.04	1,923.20	4,166.93	50,003.20
		2	25.24	2,019.20	4,374.93	52,499.20
		3	26.50	2,120.00	4,593.33	55,120.00
		4	27.86	2,228.80	4,829.07	57,948.80
		5	29.24	2,339.20	5,068.27	60,819.20
WOA84	Water Distribution Operator II	1	26.58	2,126.40	4,607.20	55,286.40
		2	27.92	2,233.60	4,839.47	58,073.60
		3	29.29	2,343.20	5,076.93	60,923.20
		4	30.73	2,458.40	5,326.53	63,918.40
		5	32.28	2,582.40	5,595.20	67,142.40



# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB25	Water Distribution Supervisor	1	32.44	2,595.20	5,622.93	67,475.20
		2	34.04	2,723.20	5,900.27	70,803.20
		3	35.76	2,860.80	6,198.40	74,380.80
		4	37.52	3,001.60	6,503.47	78,041.60
		5	39.43	3,154.40	6,834.53	82,014.40
WOB01	Water Efficiency Technician I	1	28.76	2,300.80	4,985.07	59,820.80
		2	30.20	2,416.00	5,234.67	62,816.00
		3	31.72	2,537.60	5,498.13	65,977.60
		4	33.31	2,664.80	5,773.73	69,284.80
		5	34.98	2,798.40	6,063.20	72,758.40
WOB21	Water Efficiency Technician II	1	31.79	2,543.20	5,510.27	66,123.20
		2	33.36	2,668.80	5,782.40	69,388.80
		3	35.04	2,803.20	6,073.60	72,883.20
		4	36.79	2,943.20	6,376.93	76,523.20
		5	38.62	3,089.60	6,694.13	80,329.60
WOC62	Water Operations Manager	1	63.88	5,110.40	11,072.53	132,870.40
		2	67.10	5,368.00	11,630.67	139,568.00
		3	70.46	5,636.80	12,213.07	146,556.80
		4	73.97	5,917.60	12,821.47	153,857.60
		5	77.67	6,213.60	13,462.80	161,553.60
WOC20	Water Resources Superintendent	1	51.83	4,146.40	8,983.87	107,806.40
		2	54.41	4,352.80	9,431.07	113,172.80
		3	57.14	4,571.20	9,904.27	118,851.20
		4	60.00	4,800.00	10,400.00	124,800.00
		5	62.98	5,038.40	10,916.53	130,998.40
WOC02	Water Superintendent	1	47.36	3,788.80	8,209.07	98,508.80
		2	49.76	3,980.80	8,625.07	103,500.80
		3	52.24	4,179.20	9,054.93	108,659.20
		4	54.84	4,387.20	9,505.60	114,067.20
		5	57.58	4,606.40	9,980.53	119,766.40

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOA91	Water Treatment Operator I	1	27.51	2,200.80	4,768.40	57,220.80
		2	28.91	2,312.80	5,011.07	60,132.80
		3	30.34	2,427.20	5,258.93	63,107.20
		4	31.84	2,547.20	5,518.93	66,227.20
		5	33.44	2,675.20	5,796.27	69,555.20
WOB11	Water Treatment Operator II	1	30.25	2,420.00	5,243.33	62,920.00
		2	31.74	2,539.20	5,501.60	66,019.20
		3	33.34	2,667.20	5,778.93	69,347.20
		4	35.00	2,800.00	6,066.67	72,800.00
		5	36.76	2,940.80	6,371.73	76,460.80
WOB31	Water Treatment Operator III	1	33.41	2,672.80	5,791.07	69,492.80
		2	35.10	2,808.00	6,084.00	73,008.00
		3	36.83	2,946.40	6,383.87	76,606.40
		4	38.68	3,094.40	6,704.53	80,454.40
		5	40.60	3,248.00	7,037.33	84,448.00
WOB71	Water Treatment Supervisor	1	40.78	3,262.40	7,068.53	84,822.40
		2	42.82	3,425.60	7,422.13	89,065.60
		3	44.96	3,596.80	7,793.07	93,516.80
		4	47.21	3,776.80	8,183.07	98,196.80
		5	49.59	3,967.20	8,595.60	103,147.20
WOB72	Watershed Resources Planner	1	40.99	3,279.20	7,104.93	85,259.20
		2	43.05	3,444.00	7,462.00	89,544.00
		3	45.22	3,617.60	7,838.13	94,057.60
		4	47.47	3,797.60	8,228.13	98,737.60
		5	49.83	3,986.40	8,637.20	103,646.40
WOA82	Welder I	1	26.30	2,104.00	4,558.67	54,704.00
		2	27.59	2,207.20	4,782.27	57,387.20
		3	29.00	2,320.00	5,026.67	60,320.00
		4	30.44	2,435.20	5,276.27	63,315.20
		5	31.97	2,557.60	5,541.47	66,497.60

# NEVADA IRRIGATION DISTRICT 2021

## POSITION / COMPENSATION EFFECTIVE: 1/4/2021

Schedule / Range	Job Title	Step	Hourly Rate	Bi Weekly Rate	Monthly Rate	Annual Rate
WOB02	Welder II	1	28.93	2,314.40	5,014.53	60,174.40
		2	30.36	2,428.80	5,262.40	63,148.80
		3	31.88	2,550.40	5,525.87	66,310.40
		4	33.47	2,677.60	5,801.47	69,617.60
		5	35.15	2,812.00	6,092.67	73,112.00

**Side Letter to the  
Memorandum of Understanding  
Between  
All Supervisory Employees Represented by  
American Federation of State, County and Municipal Employees, Local 146, AFL-CIO  
July 1, 2017 – June 30, 2020**

This Side Letter is to memorialize an agreement between the Nevada Irrigation District (“District”) and the American Federal of State, County and Municipal Employees, Local 146, AFL-CIO (“Union”) and reflects agreed upon changes, corrections or clarifications to the Memorandum of Understanding between the District and the Union applicable to employees in the Supervisory unit which has a current term of July 1, 2017 to June 30, 2020 (“MOU”). The parties hereby agree to the following:

1. To extend the term of the MOU and hereby do so by amending Article XVII of the MOU so that it reads as follows:

Term: The term of this Memorandum of Understanding shall be from the date of ratification by the Board of Directors of the Nevada Irrigation District up to and including June 30, 2021.

2. To amend Article III of the MOU to add a new Section 11.b which states:

“b. Effective on the first day of the first full pay period in January 2021, the 2020 salary schedule shall be adjusted to provide for a one percent (1%) cost of living adjustment. Exhibit A will be updated on or around January 2021 to reflect this adjustment.”

3. To amend the Side Letter which amended Article XII, Section 4 of the MOU (Health Reimbursement Account) to include the following:

Article XII, Section 4.g.(iii) of the MOU will be amended to include reference to plan years 2019, 2020 and 2021.



Article XII, Section 4.g.(iv) of the MOU will be amended to include reference to plan years 2018, 2019, 2020 and 2021.


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In WITNESS WHEREOF, the parties hereto have executed this Side Letter of Agreement effective upon ratification by both parties.

On behalf of the District	On behalf of the Union
	
Greg Jones Interim General Manager Nevada Irrigation District	Matthew Halvorson, Supervisor's Unit Representative, American Federation of State, County and Municipal Employees, Local 146 AFL-CIO
Dated: 9/24/20	Dated: 8-18-2020

On behalf of the Union

Roland Becht, Business Agent, American Federation of State, County and Municipal Employees, Council 57
Dated: 8-18-20

**Side Letter to the  
Memorandum of Understanding  
Between  
All Field Employees Represented by  
American Federation of State, County and Municipal Employees, Local 146, AFL-CIO  
July 1, 2017 – June 30, 2020**

This Side Letter is to memorialize an agreement between the Nevada Irrigation District (“District”) and the American Federal of State, County and Municipal Employees, Local 146, AFL-CIO (“Union”) and reflects agreed upon changes, corrections or clarifications to the Memorandum of Understanding between the District and the Union applicable to employees in the Field unit which has a term of July 1, 2017 to June 30, 2020 (“MOU”). The parties hereby agree to the following:

1. To extend the term of the MOU and hereby do so by amending the following provision of Article XVII of the MOU so that it reads as follows:

Term: The term of this Memorandum of Understanding shall be from the date of ratification by the Board of Directors of the Nevada Irrigation District up to and including June 30, 2021.

2. To amend Article III of the MOU to add the following paragraph to the end of Section 11:

“Effective on the first day of the first full pay period in January 2021, the 2020 salary schedule shall be adjusted to provide for a one percent (1%) cost of living adjustment. Exhibit A will be updated on or around January 2021 to reflect this adjustment.”

3. To amend the Side Letter which amended Article XII, Section 4 of the MOU (Health Reimbursement Account) to include the following:

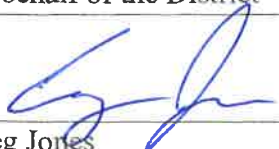

Article XII, Section 4.g.(iii) of the MOU will be amended to include reference to plan years 2019, 2020 and 2021.


Article XII, Section 4.g.(iv) of the MOU will be amended to include reference to plan years 2018, 2019, 2020 and 2021.

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In WITNESS WHEREOF, the parties hereto have executed this Side Letter of Agreement effective upon ratification by both parties.

On behalf of the District	On behalf of the Union
	
Greg Jones Interim General Manager Nevada Irrigation District	Chris Ribble, Chapter Vice- President, American Federation of State, County and Municipal Employees, Local 146 AFL-CIO
Dated: 9/24/20	Dated:

On behalf of the Union

Roland Becht, Business Agent American Federation of State, County and Municipal Employees, Council 57
Dated: 8-18-20

**Side Letter to the  
Memorandum of Understanding  
Between  
All Office Employees Represented by  
American Federation of State, County and Municipal Employees, Local 146, AFL-CIO  
July 1, 2017 – June 30, 2020**

This Side Letter is to memorialize an agreement between the Nevada Irrigation District (“District”) and the American Federal of State, County and Municipal Employees, Local 146, AFL-CIO (“Union”) and reflects agreed upon changes, corrections or clarifications to the Memorandum of Understanding between the District and the Union applicable to employees in the Office unit which has a term of July 1, 2017 to June 30, 2020 (“MOU”). The parties hereby agree to the following:

1. To extend the term of the MOU and hereby do so by amending the following provision of Article XVII of the MOU so that it reads as follows:

Term: The term of this Memorandum of Understanding shall be from the date of ratification by the Board of Directors of the Nevada Irrigation District up to and including June 30, 2021.

2. To amend Article III of the MOU to add the following paragraph to the end of Section 11:

“Effective on the first day of the first full pay period in January 2021, the 2020 salary schedule shall be adjusted to provide for a one percent (1%) cost of living adjustment. Exhibit A will be updated on or around January 2021 to reflect this adjustment.”

3. To amend the Side Letter which amended Article XII, Section 4 of the MOU (Health Reimbursement Arrangement) to include the following:

Article XII, Section 4.g.(iii) of the MOU will be amended to include reference to plan years 2019, 2020 and 2021.

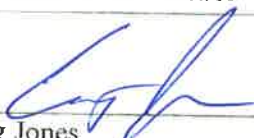
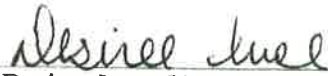
Article XII, Section 4.g.(iv) of the MOU will be amended to include reference to plan years 2018, 2019, 2020 and 2021.


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In WITNESS WHEREOF, the parties hereto have executed this Side Letter of Agreement effective upon ratification by both parties.

On behalf of the District	On behalf of the Union
	
Greg Jones Interim General Manager Nevada Irrigation District	Desiree Ince, Chapter President, American Federation of State, County and Municipal Employees, Local 146 AFL-CIO
Dated: 9/24/20	Dated: 8/20/2020

On behalf of the Union

Roland Becht, Business Agent, American Federation of State, County and Municipal Employees, Council 57
Dated: 8-18-20