

Continued November 18, 1987

CITY COUNCIL MEETING
NOVEMBER 18, 1987

SALARY RANGE FOR
WATER/WASTEWATER
INSPECTOR AND
RELATED POSITIONS
ESTABLISHED

PES. NO. 87-153

CC-34

Information was presented for Council review by the City Manager recommending the appropriate salary for the Water/Wastewater Inspector position and salary adjustments for the following positions:

- Senior Laboratory Technician
- Treatment Plant Supervisor
- Water/Wastewater Superintendent
- Street Superintendent

Council was apprised that the salaries in the sewage treatment plant and wastewater field have increased at a higher rate than many other City positions. Based on other market analyses performed recently, the following salary adjustments were proposed for Council consideration (E step):

Laboratory Technician II	\$2,160
Water/Wastewater Inspector	\$2,376
Senior Laboratory Technician	\$2,614
Treatment Plant Supervisor	\$3,006
Water/Wastewater Superintendent	\$3,457

With the expansion of the City's treatment facilities (1990+/-), additional plant personnel will be required. It was recommended that prior to recruitment for these positions, an overall salary survey again be done for all treatment plant positions.

Council adopted Resolution No. 87-153 establishing the following salary ranges for Water/Wastewater Inspector and related positions:

CLASS TITLE	A	B	C
Water Waste/Water Inspector	\$1,954.74	\$2,052.48	\$2,155.10
	D	E	
	\$2,262.86	\$2,376.00	

	A	B	C
Senior Lab Technician	\$2,150.54	\$2,258.07	\$2,370.98

	D	E
	\$2,489.52	\$2,614.00

	A	B	C
W/W Treatment Plant Super.	\$2,473.04	\$2,596.70	\$2,726.53

	D	E
	\$2,862.86	\$3,006.00

	A	B	C
Water Waste/Water Super.	\$2,844.08	\$2,986.29	\$3,135.36

	D	E
	\$3,298.32	\$3,457.00

	A	B	C
Street Supervisor	\$2,623.60	\$2,754.78	\$2,892.52

	D	E
	\$3,037.14	\$3,189.00

C O U N C I L C O M M U N I C A T I O N

TO: THE CITY COUNCIL
 FROM: THE CITY MANAGER'S OFFICE

COUNCIL MEETING DATE
 NOVEMBER 18, 1987

NO.

SUBJECT: ESTABLISH SALARY RANGE FOR WATER/WASTEWATER INSPECTOR AND RELATED POSITIONS

RECOMMENDED ACTION: That the City Council establish the recommended salaries for Water/Wastewater Inspector and other related positions.

BACKGROUND INFORMATION: Attached are two memos from the Public Works Director dated September 14 and June 25, 1987, recommending the appropriate salary for the Water/Wastewater Inspector position and salary adjustments for the following positions:

- Senior Laboratory Technician
- Treatment Plant Supervisor
- Water/Wastewater Superintendent
- Street Superintendent

At the time the Public Works Director justified the Water/Wastewater Inspector position, it was determined that a study would be needed to determine the appropriate salary. The September 14 memo is this study. Thirty-five agencies were contacted that were thought to have Laboratory Technician II (a benchmark position which most agencies have) and Water or Wastewater Inspector positions. Exhibit E shows 14 agencies having positions equivalent to Laboratory Technician II and Lodi's proposed Water/Wastewater Inspector position. In order to get sufficient comparables, sewer maintenance districts and cities other than Lodi's survey cities were included. Exhibit E shows that the salary of an Inspector position should range somewhere between 8% and 11% above the salary of a Laboratory Technician II. Exhibit F makes the same comparison using only survey cities and it also shows a range of 8-11% differential is appropriate. The following table shows the top step salaries of those positions in the Water/Wastewater Division that are now tied to the Laboratory Technician II salary.

<u>TITLE</u>	<u>PRESENT SALARY</u>	<u>% DIFFERENCE BETWEEN POSITIONS</u>
Laboratory Technician II	\$2,160	10%
Senior Laboratory Technician	\$2,381	15%
Treatment Plant Supervisor	\$2,755	15%
Water/Wastewater Superintendent	\$3,189	

In analyzing the appropriate salary for the Water/Wastewater Inspector position, only the established surveyed cities were used. This market analysis

is shown on Exhibit F and shows that the top step salary for this position should be approximately \$2,490. Because of the limited number of survey cities having equivalent positions, it was felt to be more prudent to set the salary difference between Laboratory Technician II and Water/Wastewater Inspector at 10% rather than setting the Water/Wastewater Inspector position at the market value of \$2,490 which would give a differential of approximately 15%.

Shown below is the same series of positions shown above with the Water/Wastewater Inspector included. Also attached is an organization chart of the Water/Wastewater Division showing the interrelationships of these positions.

	<u>PRESENT SALARY</u>	<u>PROPOSED SALARY</u>	<u>% DIFFERENCE BETWEEN POSITIONS</u>	<u>% INCREASE PROPOSED</u>
Laboratory Technician II	\$2,160	\$2,160		0%
Water/Wastewater Inspector		\$2,376	10%	N/A
Senior Laboratory Technician	\$2,381	\$2,614	10%	10%
Treatment Plant Supervisor	\$2,755	\$3,006	15%	9%
Water/Wastewater Superintendent	\$3,189	\$3,457	15%	8%

The salaries in the sewage treatment plant and wastewater field have increased at a higher rate than many other City positions. Based on other market analyses performed recently, the above proposed salary adjustments appear to be in line.

In June of this year, the Public Works Director submitted the June 25 memo recommending a salary adjustment for the Street Superintendent. This study was completed prior to the July 1987 salary increase; therefore, it contains last year's salaries. The salaries shown in this study include top step salaries plus PERS and deferred compensation; therefore, the salaries shown in the June 25 memo cannot be compared directly to the salaries shown in the September 14 memo. However, the percent differentials are still applicable. The recommendation of the June 25 memo was that the Street Superintendent's salary should be at least equivalent to what the Water/Wastewater Superintendent's salary was at that time. Exhibit E of the June 25 memo points out that the Water/Wastewater Superintendent's salary is approximately 7% below market. The above proposed salary for Water/Wastewater Superintendent provides for an 8% adjustment and therefore appears appropriate. Exhibit D of the June 25 memo showed that the Wastewater Treatment Supervisor's present salary was about 8.8% below market. The proposed salary provides for a 9% increase and therefore it also appears appropriate. The total annual cost, including benefits, is approximately \$19,000.

The total salary adjustments being recommended are as follows:

<u>TITLE</u>	<u>PRESENT SALARY</u>	<u>PROPOSED SALARY</u>	<u>% DIFFERENCE BETWEEN POSITIONS</u>
Laboratory Technician II	\$2,160	\$2,160	10%
Water/Wastewater Inspector		\$2,376	10%
Senior Laboratory Technician	\$2,381	\$2,614	15%
Treatment Plant Supervisor	\$2,755	\$3,006	15%
Water/Wastewater Superintendent	\$3,189	\$3,457	8%
Street Superintendent	\$2,883	\$3,189	

With the expansion of the City's treatment facilities (1990±), additional plant personnel will be required. It is recommended that prior to recruitment for these positions, an overall salary survey again be done for all treatment plant positions.



Thomas A. Peterson
City Manager

TAP/JLR/ma

Attachments

MEMORANDUM, City of Lodi, Public Works Department

TO: City Manager
FROM: Public Works Director
DATE: September 14, 1987
SUBJECT: Water/Wastewater Inspector Job Specifications and Salary Range

With the approval of the 1987/88 Operating Budget, a Water/Wastewater Inspector position was added to the Water/Wastewater Division of the Public Works Department. In order to write the job specifications and establish a salary range for this position, the Public Works Department conducted a survey of cities and districts that might have similar positions.

The attached letter and questionnaire were sent to 35 agencies. (See Exhibits A and B.) We received replies from 32 agencies. Of the agencies that replied, only 18 had inspector positions. Of those 18, 14 were comparable to what we were seeking in a job description and also had positions we felt were comparable to our Laboratory Technician II. Completed questionnaires are attached as Appendix 1 and the job specifications received are attached as Appendix 2.

The purpose of the questionnaire was twofold. First, we wanted to see the job specifications of other agencies to make sure that what we included in our specifications was in line with what other agencies were requiring and, secondly, we wanted to compare the salary range for the Inspector position to the Laboratory Technician II benchmark position.

Job Specifications

Attached as Exhibit C is the proposed job specification for the Water/Wastewater Inspector. This job specification was written to meet the growing needs of the City and yet give a clear and concise description of the duties of the Water/Wastewater Inspector.

In reviewing the job specifications we received, we found that the biggest percentage of the Inspectors are entitled Industrial Waste Inspector or Environmental Control Officer and deal only with industrial waste and wastewater. Our Inspector will additionally be dealing with the growing demand to protect our water and storm drain systems. Of the 14 Inspector positions that are listed, only three are involved with the water system. It should also be noted that in all but one of the job specifications, the Inspector was required to do laboratory testing.

It is the intent of the Public Works Department that this position be supervised by our Senior Laboratory Technician who has assisted in the development and implementation of the majority of the water/wastewater programs which the Inspectors will be monitoring. (See Exhibit D --

1987-88 Supplemental Budget Request which outlines the programs.)

The City just received a directive from the Department of Health Services establishing a time table for the implementation of a cross-connection control program, including the training of personnel. This program will be handled by the new Inspector, therefore, it is important that recruitment for this position be started as soon as possible.

Salary Range

The salary was evaluated by using an internal alignment analysis and a market analysis.

We used the agencies and cities responding to our questionnaire to obtain the differential between the salaries of their Laboratory Technician II and their Water/Wastewater Inspector positions. Because the proposed position is a highly technical laboratory position, it is reasonable that it be compared to the benchmark position of Laboratory Technician II. Because we were evaluating only the percentage differential, we compared only top step salaries (PERS and deferred compensation were not included). The percentage differentials in these positions are shown on Exhibit E. Depending on whether or not districts were included, the Inspector position ranged from 8% to 11% above the benchmark position of Laboratory Technician II.

The market survey of the survey cities is shown on Exhibit F. There are only five survey cities that have an equivalent Inspector position; Livermore, Modesto, Stockton, Tracy, and Turlock. Antioch, Pittsburg, and Pleasanton are part of sanitation districts and were not included. Exhibit F shows the survey city salary comparisons along with the differential the Laboratory Technician and Inspector positions. Since all of the survey cities paid the employees' PERS, top step salary with deferred compensation was used for salary comparisons. The market analysis shows that top step salary should be approximately \$2,490 or more.

Based on these surveys, as well as information in and about the industry, we feel that the salary range for the Water/Wastewater Inspector should be 10% above the Laboratory Technician II position. This would make the top step salary for Water/Wastewater Inspector \$2,376 per month. This proposed salary is below both the median salary (\$2,521) and the mean salary (\$2,487) for the survey cities shown on Exhibit F. In addition to regular laboratory functions, the Inspector will be dealing directly with industrial, commercial, and residential customers regarding billings, complaints, violations, and newly-mandated State and Federal programs. The Inspector will be preparing numerous reports and will be reviewing permit applications. Again, based on the surveys along with the actual duties and responsibilities of the Laboratory Technician II and the Water/Wastewater Inspector, a minimum of a 10% differential appears appropriate.

The Inspector position is one which more and more agencies are adding to their staff because of ever increasing State and Federal requirements and mandates. There will be more recruiting for qualified personnel in the future and in order to attract and retain qualified staff, it is important that our salary be in line with other agencies. It should be pointed out that several of the cities surveyed indicated they didn't have this position yet, but are now considering it.

One of our major concerns is that there are relatively few certified Industrial Waste Inspectors statewide. California Water Pollution Control Association, who does the certification, reports that there are only 221 certified Industrial Waste Inspectors in the State. In order to draw qualified applicants that are certified or are capable of becoming certified, the salary must be competitive.

Salary Relationships

We feel very strongly that the relationship of the salaries of the existing supervisors and their subordinates should be maintained.

In a memo to the City Manager on May 15, 1986 regarding the salary of the Wastewater Treatment Supervisor, we went into great detail about the relationship of salaries between supervisors and their subordinates. We still feel that these relationships should be maintained. This position and the proposed salary will also necessitate salary changes for the Senior Laboratory Technician, the Wastewater Treatment Supervisor, and Water/Wastewater Superintendent. The following table shows the proposed top step salaries.

<u>TITLE</u>	<u>PRESENT SALARY</u>	<u>PROPOSED SALARY</u>	<u>% DIFFERENCE BETWEEN POSITIONS</u>
Laboratory Technician II	\$2,160	\$2,160	
Water/Wastewater Inspector		\$2,376	10%
Senior Laboratory Technician	\$2,381	\$2,614	10%
Treatment Plant Supervisor	\$2,755	\$3,006	15%
Water/Wastewater Superintendent	\$3,189	\$3,457	15%
Street Superintendent	\$2,883	\$3,189*	8%

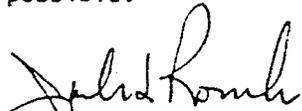
*Recommended increase under memo dated June 25, 1987

City Manager
September 14, 1987
Page 4

The June 25, 1987 memo recommending a salary increase for the Street Superintendent also showed that the salary of the Water/Wastewater Superintendent was below market. It is felt that the proposed 8% differential between the Water/Wastewater Superintendent and Street Superintendent is reasonable based on the job responsibilities and requirements of both positions. The June 25, 1987 memo also showed that the differential between Street Superintendent and Wastewater Treatment Supervisor in comparable survey cities ranged from 5% to 26%. The mean and median showed the salary of the Street Superintendent 14% above Wastewater Treatment Supervisor. Therefore, if the salary recommendation for Water/Wastewater Inspector and related positions is accepted, the salary increase for the Street Superintendent must also be implemented in order to keep reasonable internal alignments in mid-management within the Public Works Department.

Due to the additional supervisory responsibilities of the Senior Laboratory Technician, the job specifications and title for this position should also be modified. These are shown on Exhibit G. It is recommended that the Senior Laboratory Technician be titled Laboratory Services Supervisor.

It is requested that these recommended job specifications and salaries, including Street Superintendent, be taken to the City Council in October so we can begin recruitment for the Water/Wastewater Inspector as soon as possible.



Jack L. Ronsko
Public Works Director

JLR/SB/ma

Attachments

cc: Water/Wastewater Superintendent (2)

bcc: Street Superintendent

CITY COUNCIL

EVEEN M. OLSON, Mayor
 JOHN E. SPANGLISCHER, Mayor Pro Tempore
 DAVID M. HINCHMAN
 JAMES W. HINCHLTON, Jr.
 ERIC M. REED

CITY OF LODI

CITY HALL, 221 WEST PINE STREET
 CALL BOX 2006
 LODI, CALIFORNIA 95241-1910
 (209) 334-5614
 TELESCOPE (209) 331-6795

July 13, 1987

THOMAS A. PETERSON, City Manager
 ALICE M. BEASLEY, City Clerk
 RONALD M. STERN, City Attorney

*DEPT(LISTWI,XTW.O2M,M,,)
 *CITY(LISTWI,XTW.O2M,M,,)
 *BDD(LISTWI,XTW.O2M,M,,)
 *STATE(LISTWI,XTW.O2M,M,,)

SUBJECT: Water/Wastewater Inspector Position

The City Council recently approved a Water/Wastewater Inspector position for our Water/Wastewater Division. Information on similar positions from other agencies would be very helpful to us in writing the job specifications and establishing the salary range. Please return the enclosed sheet and other requested information in the self-addressed, stamped envelope.

Our Water/Wastewater Inspector will, among other things, develop new and improve existing State and Federal mandated programs, investigate illegal discharges to the domestic and industrial sewer systems, investigate groundwater contamination, and act as liaison between Public Works and commercial/industrial users of the City's water, wastewater, and storm drain systems.

Upon request, we would be happy to supply you with results of the survey. Thank you for your time and effort and if you have any questions, call me at (209) 333-6706.

Sharon Blaufus
 Administrative Assistant

SB/ma

Enclosures

Exhibit A

CITY/DISTRICT _____

Title of position most closely matching our Water/Wastewater Inspector

Title of direct supervisor of Water/Wastewater Inspector

Monthly salary ranges effective on July 1, 1987 for:

	FROM (First Step)	TO (Top Step)
Water/Wastewater Inspector	\$ _____	\$ _____
Supervisor of Water/Wastewater Inspector	\$ _____	\$ _____
Senior Laboratory Technician (Lab Supervisor)	\$ _____	\$ _____
*Laboratory Technician	\$ _____	\$ _____
*Wastewater Treatment Operator	\$ _____	\$ _____

*If there is more than one level, please give ranges of each.

Does your agency pay the employee's portion of PERS? ___ Yes ___ No
 \$ amount _____

Does employee receive deferred compensation? ___ Yes ___ No

Please attach job specifications for Water/Wastewater Inspector (or whatever position most closely matches) and organization chart of the division where Water/Wastewater Inspector is assigned, if available.

If you do not have a position similar to the Water/Wastewater Inspector, please show salaries of the classifications listed above which you do have.

DEPT
CITY
ADD
STATE

Personnel Department
City of Chico
P.O. Box 3420
Chico, CA 95927-3420

Personnel Department
City of Clovis
1033 Fifth Street
Clovis, CA 93612

Personnel Department
City of Davis
23 Russell Boulevard
Davis, CA 95616

Personnel Department
City of Hayward
22300 Foothill Boulevard
Hayward, CA 94541

Personnel Department
City of Livermore
1052 S. Livermore Avenue
Livermore, CA 94550

Personnel Department
City of Lompoc
100 Civic Center Plaza
Lompoc, CA 93438

Personnel Department
City of Manteca
P.O. Box 3000
Manteca, CA 95336

Personnel Department
City of Merced
P.O. Box 2068
Merced, CA 95344

Personnel Department
City of Modesto
P.O. Box 642
Modesto, CA 95353

Personnel Department
City of Monterey
Madison & Pacific Streets
Monterey, CA 93940

Personnel Department
City of Petaluma
P.O. Box 61
Petaluma, CA 94953-0061

Personnel Department
City of Redding
760 Parkview Avenue
Redding, CA 96001

Personnel Department
City of Rohnert Park
6750 Commerce Boulevard
Rohnert Park, CA 94928

Personnel Department
City of Roseville
318 Vernon Street
Roseville, CA 95678

Personnel Department
City of San Jose
801 N. 1st Street
San Jose, CA 95110

Personnel Department
City of San Leandro
835 E. 14th Street
San Leandro, CA 94577

Personnel Department
City of San Luis Obispo
P.O. Box 8100
San Luis Obispo, CA 93403-8100

Personnel Department
City of San Mateo
330 W. 20th Avenue
San Mateo, CA 94403

Personnel Department
City of San Rafael
P.O. Box 60
San Rafael, CA 94915-0060

Personnel Department
City of Santa Cruz
809 Center Street
Santa Cruz, CA 95060

Personnel Department
City of Santa Maria
110 E. Cook Street
Santa Maria, CA 93454-5190

Personnel Department
City of Scotts Valley
370 Kings Village Road
Scotts Valley, CA 95066

Personnel Department
City of Stockton
425 N. El Dorado Street
Stockton, CA 95202

Personnel Department
City of Sunnyvale
P.O. Box 3707
Sunnyvale, CA 94086-3707

Personnel Department
City of Seaside
P.O. Box 810
Seaside, CA 93955-0810

Personnel Department
City of Tracy
325 E. 10th Street
Tracy, CA 95376

Personnel Department
City of Turlock
900 N. Palm Street
Turlock, CA 95380

Personnel Department
City of Yacaville
650 Merchant Street
Yacaville, CA 95688

Personnel Department
City of Woodland
300 First Street
Woodland, CA 95695

East Bay Municipal Utility District
Attention: Personnel Director
P.O. Box 24055
Oakland, CA 94623

Oro Loma Sanitary District
Attention: Personnel Director
P.O. Box 95
San Lorenzo, CA 94580

Union Sanitary District
Attention: Personnel Director
37532 Dusterberry Way
Fremont, CA 94536

Delta Diablo Sanitary District
Attention: Personnel Director
P.O. Box 929
Antioch, CA 94509

Central Sanitary District
Attention: Personnel Director
5019 Imhoff Drive
Martinez, CA 94553

Dublin/San Ramon Service District
Attention: Personnel Director
7051 Dublin Boulevard
Dublin, CA 94568

*Monterey Regional Water
Pollution Control Agency
220 Country Club Gate Center
Pacific Grove, CA 93950*

Exhibit B

DEFINITION

Performs inspections and sampling of industrial, commercial, and domestic wastewater services and ensures compliance with Federal, State, and local regulations; performs laboratory analysis of water and wastewater; collects potable water samples; enforces the cross connection control and grease interceptor and sand/oil trap inspection programs; performs other sampling, inspections, and tasks as required.

DISTINGUISHING CHARACTERISTICS

This position requires the ability to use independent judgment in the field and to interact effectively and tactfully with water and wastewater customers. It requires a journey-level of technical skills in sampling and analysis of water and wastewater.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Laboratory Services Supervisor.

EXAMPLES OF DUTIES

Duties may include, but are not limited to, the following:

Performs the duties of the Laboratory Technicians as needed plus:

Inspects and samples industrial, commercial, and residential wastewater services for billing and to assure compliance with all regulations.

Enforces the cross-connection control program including reports, inspections and notifications.

Inspects grease interceptor and sand/oil traps.

Cleans, maintains, and repairs samplers and monitoring equipment.

Assists in preparing reports to Federal and State agencies regarding mandated programs.

Prepares clear and concise data summaries and written reports.

Assists in reviewing discharge permit applications, building plans, and specifications for pretreatment and monitoring facilities.

Assists in calculating billings for industrial customers.

Prepares the annual water usage report.

Performs investigations and monitoring of illegal discharges into the storm and wastewater collection systems.

Investigates customer complaints.

Reviews and cross checks wastewater billings to commercial and industrial customers for appropriate fees due the City.

Collects samples from test wells for the City's water system.

Exhibit C

Performs related duties as required.

QUALIFICATIONS

Knowledge of:

Chemistry, Microbiology, Mathematics, and the Metric System.

Safety precautions in the laboratory and in the field.

Federal, State and local regulations pertaining to pretreatment, cross-connection control, and other programs.

Sampling and analysis of water and wastewater.

General principles of wastewater treatment, wastewater collection and water systems.

Ability to:

Conduct detailed and accurate inspections and take representative samples of commercial and industrial facilities.

Work independently and make effective judgments in the field.

Deal effectively and tactfully with water and wastewater customers.

Read plans and blueprints.

Follow oral and written instructions.

Lift and handle manhole covers and monitoring equipment weighing up to 50 lbs.

Experience and Education:

Any combination of experience and education that would likely produce the qualifying knowledge and ability. A typical combination is:

Experience:

Two years of experience in the water or wastewater field (including laboratory and industrial waste experience) or a related position.

Education:

Completion of two years of college (A.A. or A.S. degree) including courses in biology, chemistry, and mathematics.

Licenses and Certificates:

Possession of a valid driver's license issued from the California Department of Motor Vehicles.

Possession of a Grade I Laboratory Analyst and Grade II Industrial Waste Inspector certificates issued by the CWPCA or their obtainment within two years of appointment is required.

The applicant is also expected to obtain a Backflow Prevention Device Tester certificate issued by the AWWA, California-Nevada Section.

PUBLIC WORKS DEPARTMENT
WATER/WASTEWATER DIVISION

SUPPLEMENTAL BUDGET
REQUEST
1987 - 1988

WATER/WASTEWATER
INSPECTOR

Fund Code: <u>17-18</u>	<input checked="" type="checkbox"/> NEW Item or Program	Cost	\$ <u>15,375*</u>
Account Code: <u>Various</u>	<input type="checkbox"/> REPLACEMENT	Misc.	\$ _____
Object Code: <u>101</u>	Life Expectancy - _____	Tax	\$ _____
		Trade-in	\$ _____
		Total Cost	\$ <u>15,375*</u> 9-month salary

JUSTIFICATION:

This position is a repeat request from the 1986-87 Budget, which was denied. The purpose of the position is to develop the required new programs, due to State and Federal mandates and improve existing programs. It would also lessen the burden of tasks now being performed mainly by the White Slough laboratory staff.

The breakdown that follows indicates, some 1,900 manhours are needed in various programs many of which cannot and are not being adequately addressed (one man year equals 1,695 hours). Currently, 880 of these manhours are performed by the White Slough laboratory staff. These manhours have had to be taken from the sampling and monitoring programs at White Slough. With the addition of an inspector, these manhours would be free to allow the laboratory staff to perform the tasks they were originally intended.

Additionally, there are 740 manhours that cannot be addressed with our current staff, 600 of which are mandated by the State and/or Federal governments. The remaining 200 hours currently being handled by the Water/Wastewater Superintendent or Supervisors would also be shifted to the Water/Wastewater Inspector.

Since December 1986, over 180 manhours have been utilized in investigating just three (3) illegal industrial discharges to the domestic and industrial sewer systems. Staff work is still ongoing, with the three (3) industrial sites and may require 100 additional manhours before a final resolve. Additionally, since December 1986, the Water/Wastewater Division has conducted follow-up work and sampling of six (6) City wells, due to reported or confirmed underground fuel spills. This included over 50 manhours and \$570 in outside laboratory testing fees. Illegal discharges and groundwater contamination problems are increasing every year.

The Water/Wastewater Inspector would have conducted the investigations of the above occurrences, freeing other staff members for normal duties. Additionally, the inspector would act as a liaison between the Public Works Department and our commercial and industrial users in all matters relating to water usage and wastewater, and storm water discharges. The position would be assigned to the White Slough laboratory staff, under the supervision of the Senior Laboratory Technician.

* Salary based on Laboratory Technician II, a study will be needed to determine appropriate salary.

____ Brochure, picture and/or specifications attached.

Exhibit D

SUPPLEMENTAL BUDGET REQUEST

Water/Wastewater Inspector

Page 2

The following is a breakdown of various programs, their purpose, current status, and estimated hours required:

PROGRAM	REASON FOR PROGRAM	WORK NOW PERFORMED BY	ESTIMATED NO. HRS/YR.
<u>WATER</u>			
° Cross-Connection Control	State Health mandate	<u>Not performed</u>	280
° Well Head Survey Locate and evaluate all potential pollution sources within <u>one mile radius</u> of existing and future City wells	DWR and State Health	<u>Not performed</u>	80
° Domestic Well Monitoring	State Health and EPA mandate	Plant Equip. Mechanic and White Slough Lab	80
° Annual Water Meter Usage Report	Usage and revenue review by City	White Slough Lab	20
° Domestic Water Bacterial Sampling Only	State Health and EPA mandates	White Slough Lab	240
° Water Conservation Program (assist)	State Dept. of Water Resources mandate and City	Water/Wastewater Div. Supervisors and Superintendent	80
° Consumer Complaints (taste and odor)	State Health and EPA	Water/Wastewater Supervisor & White Slough Lab	60
° Backflow Device Testing (9 City devices)	State Health mandate	Service contract (Cost \$350)	10
<u>WASTEWATER</u>			
° Inventory Storm Discharge Connections, Industrial Use Zones, Develop program for and carry out inspection and monitoring	SRWQCB Fish and Game, Woodbridge Irrigation and protection of storm system and receiving waters.	<u>Not Performed</u>	200
° Investigate Illegal Dumpings (Wastewater and Storm Sewer or Water Well Contamination)	SRWQCB, EPA, Fish and Game, Woodbridge Irrigation Dist. mandate	Street and Water/Wastewater Supervisors and Superintendents and White Slough Lab	100

PROGRAM	REASON FOR PROGRAM	WORK NOW PERFORMED BY	ESTIMATED NO. HRS/YR.
<u>WASTEWATER (continued)</u>			
° Inventory and Establish Permit System for Grease & Oil Traps & inspections	Reduce City maintenance needs, verification of proper O/M procedures	<u>Not performed</u>	100
° Sample Collection and preparation for industrial & commercial billings	SRWQCB, EPA and City mandate	White Slough Lab	350
° Groundwater Monitoring in (White Slough property)	SRWQCB, State Health and EPA mandate	<u>Not performed</u>	40
° Pretreatment Program & Permit Application Program (new and existing users)	SRWQCB, EPA and City Ordinance mandate	White Slough Lab, Water/Wastewater Superintendent	140 
° Plan check review of new industrial and commercial developments for Water and Wastewater requirements (i.e., grease or sand & oil traps, backflow devices, monitoring stations, etc.) Final inspections of above installations	Protection of City Systems, City Ordinance mandates and State Health	Water/Wastewater Superintendent	140
° Review and Cross Check commercial & industrial wastewater billings	Verify appropriate revenue being collected by the City. Approximately \$2,000-5,000 is being lost annually due to incorrect billings	<u>Not Performed</u>	40
° pH monitoring of domestic and industrial sewers	Protection of City systems	White Slough Lab	30

TOTAL 1,910 hrs/yr 

 This program will continually expand as pretreatment standards are promulgated on other industries in Lodi. The EPA regulations add additional uses each year (recently added were four (4) foundries in Lodi).

SUPPLEMENTAL BUDGET REQUEST
Water/Wastewater Inspector
Page 4

It should be apparent that the Water/Wastewater Division is rapidly falling behind in mandated programs and improving existing programs. Without the requested Water/Wastewater Inspector, the City of Lodi will fall farther behind in its efforts to protect our groundwater, potable water system and the receiving waters of California.

△ Since the requested position can only cover 1700 hours, approximately 200 of these hours will still have to be picked up by lab and supervisory staff.

PUBLIC WORKS DEPARTMENT SURVEY COMPARING
LABORATORY TECHNICIAN II & WATER/WASTEWATER INSPECTOR

<u>CITY/DISTRICT</u>	<u>INSPECTOR TITLE</u>	<u>SALARY</u>	(BENCHMARK) <u>LABORATORY TECHNICIAN II SALARY</u>	<u>COMPARED TITLE</u>	<u>% BELOW INSPECTOR</u>
Central Contra Costa	Source Control Specialist	\$3543	\$2792	(Lab Tech)	26.9%
Dublin San Ramon	IW-Backflow Prev. Insp.	2864	2455	(Lab Tech)	16.7%
EBMUD	Wastewater Control Inspector II	3119	2504	(Lab Tech II)	24.6%
Hayward	Wastewater Source Control Inspector	2773	2610	(Lab Tech)	6.2%
* Livermore	Water Reclam. Plant Source Control Inspector	2916	2916	(WRP Analyst)	0%
Merced	Environmental Control Officer II	2346	1958	(Lab Tech)	19.8%
* Modesto	Industrial Waste Inspector II	2590	2293	(Lab Tech)	13.0%
Monterey Regional	Industrial Waste Inspector	2601	2489	(Lab Tech)	4.5%
San Luis Obispo	Industrial Waste Inspector	2170	2067	(Lab Tech)	5.4%
San Mateo	Industrial Waste Inspector	2770	2704	(Lab Tech II)	2.4%
* Stockton	Environmental Control Officer II	2521	2183	(Lab Tech)	15.5%
Sunnyvale	Industrial Waste Inspector	3020	2751	(Lab Tech)	9.8%
* Tracy	Environmental Control Inspector	2286	2028	(Lab Tech)	12.7%
* Turlock	Industrial Waste Inspector	2173	2173	(WQ Analyst)	0%
Lodi			2160		
Mean		2693	2423		11.3%
Mid quartile mean		2672	2426		10.5%
Median		2685	2472		11.3%
WITHOUT DISTRICTS					
Mean		2557	2368		8.5%
Mid quartile mean		2547	2338		8.0%
Median		2556	2238		8.3%

* Survey Cities

Exhibit E

RESOLUTION NO. 87-153

RESOLUTION ESTABLISHING REVISED SALARY RANGES FOR
SELECTED PUBLIC WORKS CLASSIFICATIONS

RESOLVED, that the City Council of the City of Lodi does hereby establish revised salary ranges for selected Public Works Classifications commencing the pay period beginning November 30, 1987, as shown on Exhibit "A" attached hereto and thereby made apart hereof.

Dated: November 18, 1987

I hereby certify that Resolution No. 87-153 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 18, 1987 by the following vote:

Ayes: Council Members - Hinchman, Pinkerton, Reid, Snider and Olson (Mayor)

Noes: Council Members - None

Absent: Council Members - None

Alice M. Reimche
Alice M. Reimche
City Clerk

Rev-87

REVISED SALARY RANGES FOR SELECTED PUBLIC WORKS CLASSIFICATIONS

CLASS TITLE	A	B	C	D	F
SEWER/WASTEWASTE INSPECTOR	\$1,954.74	\$2,052.48	\$2,155.10	\$2,262.86	\$2,376.00
SENIOR LABORATORY TECHNICIAN	\$2,150.54	\$2,258.07	\$2,370.98	\$2,489.52	\$2,614.00
WASTEWATER TREATMENT PLANT SUPERVISOR	\$2,473.04	\$2,596.70	\$2,726.53	\$2,862.86	\$3,004.00
SEWER/WASTEWASTE SUPERINTENDENT	\$2,844.08	\$2,986.79	\$3,135.60	\$3,292.39	\$3,457.00
SEWER/WASTEWASTE DISTRICT SUPERINTENDENT	\$2,623.60	\$2,754.78	\$2,892.52	\$3,037.14	\$3,189.00