

RESOLUTION NO. 2023-007

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE WATER UTILITIES COMMUNITY FACILITIES DISTRICT, (CITY OF APACHE JUNCTION, ARIZONA), (WUCFD), APPROVING AN AMENDED CLASSIFICATION AND COMPENSATION PLAN FOR FISCAL YEAR 2023-2024 BASED ON THE RESULTS OF THE MARKET COMPENSATION STUDY COMPLETED BY PUBLIC SECTOR PERSONNEL CONSULTANTS; TO IMPLEMENT A MID-FISCAL YEAR 2023-2024 ADJUSTMENT TO SALARIES BASED ON RESULTS OF THE MARKET COMPENSATION STUDY; APPROVING NECESSARY BUDGET APPROPRIATIONS ASSOCIATED WITH THE SALARY ADJUSTMENTS; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, historically the WUCFD classification and compensation plan is aligned with that of the City of Apache Junction (City); and

WHEREAS, Public Sector Personnel Consultants (PSPC) was retained to conduct the market analysis that compared WUCFD's existing position classifications to market organizations; and

WHEREAS, based on the consultant's findings, staff recommends mid-fiscal year salary adjustments to WUCFD's classification and compensation plan.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the WUCFD, as follows:

SECTION I DECLARING A PUBLIC RECORD

The "Amended Apache Junction Water Utilities Community Facilities District Classification Plan for Fiscal Year 2023-2024" attached hereto in Exhibit A is hereby adopted.

SECTION II BUDGET APPROPRIATIONS

The district director is authorized to make the necessary budget appropriations to implement the mid-fiscal year 2023-2024 salary adjustments as set forth in Exhibit A as a result of the market

compensation study conducted by PSPC.

SECTION III ESTABLISHING AN EFFECTIVE DATE

This resolution becomes effective in the first pay check date following thirty (30) calendar days after it is approved and adopted by the board of directors of WUCFD.

BOARD OF DIRECTORS OF THE WATER UTILITIES COMMUNITY FACILITIES DISTRICT (CITY OF APACHE JUNCTION, ARIZONA), THIS _____ DAY OF _____, 2024.

SIGNED AND ATTESTED TO THIS _____ DAY OF _____, 2024.

WALTER "CHIP" WILSON
Mayor

ATTEST:

JENNIFER PENA
City Clerk

APPROVED AS TO FORM:

R. JOEL STERN
City Attorney

EXHIBIT A

**AMENDED APACHE JUNCTION WATER UTILITIES COMMUNITY FACILITIES DISTRICT CLASSIFICATION AND COMPENSATION PLAN FOR FISCAL YEAR
2023-2024**

Title	Department	Grade	Annual Min	Annual Mid	Annual Max	Hourly Min	Hourly Mid	Hourly Max	FLSA Status
Administrative Assistant	Water District	19				21.64	25.71	31.33	Non-Exempt
Senior Administrative Assistant	Water District	21				23.85	28.35	34.54	Non-Exempt
Senior Water Utility Maintenance Worker	Water District	21				23.85	28.35	34.54	Non-Exempt
Utility Billing Supervisor	Water District	27	66,465	79,006	92,260				Exempt
Utility Billing Technician	Water District	16				18.70	22.23	27.07	Non-Exempt
Water Distribution Supervisor	Water District	29	73,277	87,104	106,127				Exempt
Water District Director	Water District	42	138,176	164,247	200,118				Exempt
Water District Project Manager	Water District	33	89,069	105,875	128,998				Exempt
Water District Superintendent	Water District	33	89,069	105,875	128,998				Exempt
Water Production Supervisor	Water District	29	73,277	87,104	106,127				Exempt
Water Quality Technician	Water District	21				23.85	28.35	34.54	Non-Exempt
Water Reuse Utility Maintenance Worker	Water District	17				19.63	23.33	28.43	Non-Exempt
Water System Inspector	Water District	23				26.29	31.26	38.08	Non-Exempt
Water Treatment Plant Lead Operator	Water District	25				29.00	34.46	41.98	Non-Exempt
Water Treatment Plant Operator I	Water District	19				21.64	25.71	31.33	Non-Exempt
Water Treatment Plant Operator II	Water District	21				23.85	28.35	34.54	Non-Exempt
Water Utility Intern - Operations	Water District	13				16.14	19.19	23.39	Non-Exempt
Water Utility Maintenance Crew Leader	Water District	23				26.29	31.26	38.08	Non-Exempt
Water Utility Maintenance Worker	Water District	17				19.63	23.33	28.43	Non-Exempt
Water Utility Maintenance Worker II	Water District	19				21.64	25.71	31.33	Non-Exempt