

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Melissa Whitney

From: Nicholas Richey [REDACTED]
Sent: Friday, May 20, 2022 8:56 AM
To: COB_mail
Attachments: o&m pay.pdf

Good day,

My name is Nicholas, I am a wastewater operator, or O&M Technician if you prefer, at Tres Rios WRF and a registered voter in district 3 under Sharon Bronson. I take pride in my service to the county and more importantly the environmental stewardship that I provide, and I think I speak for us all when I say that I greatly appreciate the 5%/3%/1% pay increase that got approved, however this still doesn't make up for our continually declining wages. The last I checked we are paid 10k / yr below the median for the industry. I have found, and attached an excerpt of a wage survey from the year 1991 for the counties of Cochise, Graham, Pima, and Santa Cruz. This is right around the time some of my colleagues starting working here for RWRD. It lists a Sewage Plant Operator (item 62) at \$12.71 / hr, I then took this information to google in search of an inflation calculator, and after checking several of them I gathered that the equivalent today would be roughly \$26-\$27 / hr. To my knowledge the starting pay for my position is currently only \$20.55 with a ***potential*** of reaching \$27.04, however the way our program is set up this is not currently possible within my position. The training classes only get up as far as \$22.09 / hr.

Personally I am alarmed that Pima County has allowed this to happen. Our wages have only gone down over the last three decades for the simple fact that we have NOT been properly compensated for inflation, nor is there ample opportunity for any significant raises, as even with the raises I have accrued I am still below the \$27 / hr that my job was worth 30 years ago yet our job has gotten more challenging as that time has passed with major upgrades to our plant. If we were to be appropriately adjusted, not only would it greatly benefit ourselves and workplace morale but would very likely increase retention in the workforce and incentive to progress.

Nicholas Richey,

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[REDACTED]
[REDACTED]

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O&M Technician Matrix (2780)

| O&M Technician Level | Skill Block | Description | Time Line | Pay Step | Rate | Range |
|----------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|-----------------------------------|
| Level 1 | O1 & M1 | Complete both O1 and M1 Skill Blocks Including ADEQ WW Operator 1 exam and Pass RWRD Mechanical Maintenance M1 exam | 12 months | 1 | \$19.57 | \$19.57 - \$27.04 starting pay |
| Level 2 | O2 or M2 | Complete either M2 Skill Block and M2 exam or O2 Skill Block and Pass ADEQ WW Treatment Grade 2 | Voluntary | 2 | \$21.04 | |
| | O2 & M2 | Complete both O2 and M2 Skill Blocks Including M2 exam and ADEQ WW Treatment Grade 2 exam | Voluntary | 3 | \$22.09 | |

VI. O&M SUPERVISOR TRAINING PROGRAM (2784)

Advancement to the O&M Supervisor Program (S Level) requires one of the following prerequisites:

A current ADEQ WW Treatment Grade 3 and five years of wastewater plant operating and maintenance experience in an advanced tertiary-level facility or other comparable industrial/process equipment operation and maintenance; successful completion of RWRD Level 2 Skill Blocks (O2/M2). If an individual is hired as Supervisor without the RWRD O2/M2 (hired under other qualifications), the individual will receive an O2 and M2 Field Assessment within 12 months. The Treatment Manager may assign additional classes as deemed necessary to help insure the new supervisor possesses all appropriate skillsets.

O&M Supervisors are expected to exhibit leadership attributes and will direct and assign work to O&M Technicians. The O&M Supervisor Training Program is designed to help employees develop the skills necessary to become effective supervisors.

All O&M Supervisors (appointed, promoted, or hired) must complete the S1 Skill Block within 12 months from their appointment or promotion to the O&M Supervisor classification. O&M Supervisors who fail to complete the S1 Skill Block within the 12-month period may be demoted to job class 2780, re-evaluated by the Plant Manager for consideration of an extension, or terminated. Upon completion of the S1 Skill Block, an O&M Supervisor may voluntarily pursue the S2 Skill Block and S3 Skill Blocks.

The O&M Supervisor Training Program includes three Skill Blocks consisting of O&M Supervisor (S1), Supervisor Level 2 (S2) and Supervisor Level 3 (S3) Skill Blocks. Advancement to S2 additionally requires ADEQ Grade 1 Wastewater Collections and completion of O2 and M2. O2 and/or M2 requirements for S2 may be waived through an assessment process. S3 requires completion of an ADEQ Grade 4 wastewater treatment certification. Sequential completion of each will receive a minimum of a 5% increase in pay if current wage is less than the pay step minimum. A 2.5% increase will apply if the current wage is already at or above the pay step minimum. Adjusted salary will not exceed the maximum for the pay range.

U.S. DEPARTMENT OF LABOR
 EMPLOYMENT STANDARDS ADMINISTRATION
 WAGE AND HOUR DIVISION
 WASHINGTON, D.C. 20210

REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

Alan L. Moss Division of
 Director Wage Determinations

| | |
|----------|--------------------------------------------------------|
| LOCALITY | State: Arizona |
| | Area: AZ COUNTIES: COCHISE, GRAHAM, PIMA SANTA CRUZ |

Wage Determination No.: 86-0307 (Rev. 8) Date: 01/31/1991

| Class of Service Employees | Minimum Hourly Wage | Fringe Benefit Payments | | | |
|----------------------------|---------------------|-------------------------|----------|---------|-------|
| | | Health & Welfare | Vacation | Holiday | Other |

| | | | | | |
|--------------------------------------|----------|--|--|--|--|
| 58. Welder, Combination, Maintenance | \$ 13.41 | | | | |
| 59. Woodcraft Worker | \$ 12.71 | | | | |
| 60. Woodworker | \$ 12.19 | | | | |
| 61. Boiler Tender | \$ 12.71 | | | | |
| 62. Sewage Plant Operator | \$ 12.71 | | | | |
| 63. Stationary Engineer | \$ 13.41 | | | | |
| 64. Water Treatment Plant Operator | \$ 12.71 | | | | |
| 65. Bus Driver | \$ 8.84 | | | | |
| 66. Heavy Equipment Operator | \$ 13.41 | | | | |
| 67. Truckdriver, light | \$ 8.01 | | | | |
| 68. Truckdriver, medium | \$ 9.65 | | | | |
| 69. Truckdriver, heavy | \$ 10.10 | | | | |
| 70. Truckdriver, Tractor-Trailer | \$ 10.44 | | | | |
| 71. Telephone Mechanic | \$ 13.41 | | | | |
| 72. Cable Splicer | \$ 13.41 | | | | |
| 73. Lineman | \$ 13.41 | | | | |
| 74. Inspector | \$ 14.04 | | | | |

(9) = 11.1783

Fringe benefits applicable to all classes of service employees engaged in contract performance:

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2/

3/