

Position Compensation Summary

Lead Water System Operator

Rate of Pay Range: \$25.50 to \$37.50 per hour

Uncertified Operator: \$25.50 to \$30.00 per hour

Under certified Operator: \$30.00 to \$32.50 per hour

Fully Certified Operator (Level 2 Treatment/Level 1 Distribution): \$32.50 to \$37.50 per hour

Work Week: Monday through Sunday

On-Call Pay

The operator shall be eligible for on-call pay if he is within ~~30 minutes'~~ **60 minutes'** driving distance of the Water Treatment Plant located at 11419 Highway 36, Mapleton, Oregon and available to respond.

~~The operator will be paid for three hours for a full day of on-call duty at the standard rate of pay. On-call pay will be prorated if the operator is out of the on-call area or not available for a period of time exceeding three hours from 12:00 a.m. to 11:59 p.m. on any on-call day. It will be assumed that the operator is on-call unless the Board of Commissioners' Designated Operations Manager has been informed otherwise. The operator must notify the Operations Manager if he is unable to be on-call in cases of a planned absence, illness, injury or personal emergency.~~

Full-time operators (32+ hours weekly) earn one hour of regular pay per day worked and available on call, averaged by pay period. If work is performed as emergency hours, the hours shall be paid as emergency hours.

~~The first hour of work performed during an on-call duty day will be included in the three hours of on-call pay. Work performed in excess of one hour will be paid at whichever rate ordinarily applies.~~

For non-emergency event weekends and holidays, this assumes the operator is performing minimal duties above daily monitoring and testing, estimated at 30 minutes door to door. The District is required to pay two hours under BOLI for showing up. On-call show-up time is paid as two hours and accrued in addition beyond that.

Overtime

The operator shall be entitled to overtime pay rate (1.5 the standard rate) for work performed of more than 40 hours during the workweek (12:00 a.m. on Monday to 11:59 p.m. on Sunday). On-call pay will not be considered in the calculation of overtime ~~with the exception of the first hour of work performed during an on-call day.~~

Holidays

The operator shall be entitled to pay of 1.5 times the standard rate for work performed during the following holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Non-emergency work performed on these days must be approved by the Operations Manager to be eligible for the holiday pay rate.

~~Paid Time Off~~**Vacation**

~~The operator shall accrue 40 hours of paid time off on the first and second anniversary of employment. On the third and every succeeding anniversary of employment, the operator shall be entitled to 80 hours of paid time off. No more than 10 hours of Paid Time Off may be carried forward from one year to the next. Unused paid time off may not be cashed out.~~

Vacation hours available shall total 40 hours. Each full-time week worked (32+ hours) earns one paid hour off yearly.