

RESOLUTION NO. 2026-15

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE MIDWAY CITY SANITARY DISTRICT OF ORANGE
COUNTY, CALIFORNIA, ADOPTING THE AMENDED AND
RESTATED 2026-2027 SALARY SCHEDULE FOR
REPRESENTED EMPLOYEES**

The Board of Directors of the Midway City Sanitary District hereby finds, determines, declares, and resolves as follows:

WHEREAS, California Code Regulations, Title 2, Section 570.5 was adopted by CalPERS to provide specific requirements on how public agencies should document pay rates;

WHEREAS, to comply with Section 570. 5, the District's salary schedule listing all titles for every employee position, pay rates for each position, and the time base for each pay rate must be adopted by the Board of Directors;

WHEREAS, on April 21, 2026, the Board of Directors adopted the 2026-2027 Salary Schedule for Represented Employees, via Resolution No. 2026-05;

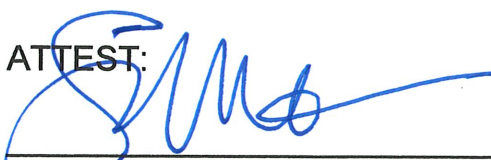
WHEREAS, the adopted Salary Schedule needs to be updated to accurately reflect non-hourly compensation.

NOW, THEREFORE, BE IT RESOLVED THAT, in accordance with California Code Regulations, Title 2, Section 570.5, the Board of Directors of the Midway City Sanitary District hereby rescinds Resolution No. 2026-05 and adopts the Amended and Restated Salary Schedule for Represented Employees, Effective July 1, 2026 – June 30, 2027, which is attached hereto as Exhibit A.

PASSED AND ADOPTED, at a regular meeting of the Board of Directors of Midway City Sanitary District of Orange County, California, held this 4th day of August, 2026.



Chi Charlie Nguyen, President

ATTEST: 

Sergio Contreras, Secretary

CERTIFICATION

I, Sergio Contreras, Secretary of the MIDWAY CITY SANITARY DISTRICT of Orange County, California, do hereby certify that the foregoing Resolution No. 2026-15 was duly adopted at a meeting of the Governing Board of said District held on the 4th day of August, 2026, by the following vote of the members of the Board:

AYES: C. NGUYEN, T. DIEP, M. NGUYEN, A. NGUYEN, S. CONTRERAS
NOES: NONE
ABSENT: NONE

and I further certify that Chi Charlie Nguyen, as President, and Sergio Contreras, as Secretary, signed and approved said Resolution No. 2026-15 on the 4th day of August, 2026.


Sergio Contreras, Secretary

(District Seal)

STATE OF CALIFORNIA)
) ss.
COUNTY OF ORANGE)

I, Sergio Contreras, Secretary of the Midway City Sanitary District of Orange County, California, do hereby certify that the foregoing is a full, true and correct copy of Resolution No. 2026-15 passed and adopted by the Board of Directors of said District at a meeting thereof held on the 4th day of August, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official Seal of said District this 4th day of August, 2026


Sergio Contreras, Secretary

EXHIBIT A

**MIDWAY CITY SANITARY DISTRICT
AMENDED AND RESTATED 2026-2027 SALARY SCHEDULE FOR
REPRESENTED EMPLOYEES**

EXHIBIT 'A'
MIDWAY CITY SANITARY DISTRICT
 District Wide Pay Schedule
 FY 26-27 Represented (3.0%) v2

REPRESENTED EMPLOYEES

Effective 07-01-2026

JOB TITLE								
LEAD SOLID WASTE WORKER (Supervisor)								
BI-WEEKLY	2,954.40	3,064.00	3,175.20	3,342.40	3,519.20	3,704.00	3,898.40	4,094.40
MONTHLY	6,401.20	6,638.67	6,879.60	7,241.87	7,624.93	8,025.33	8,446.53	8,871.20
ANNUAL	76,814.40	79,664.00	82,555.20	86,902.40	91,499.20	96,304.00	101,358.40	106,454.40
BASE PAY RATE PER HOUR	\$36.93	\$38.30	\$39.69	\$41.78	\$43.99	\$46.30	\$48.73	\$51.18
SOLID WASTE DRIVER								
BI-WEEKLY	2,342.40	2,398.40	2,460.80	2,514.40	2,570.40	2,628.00	2,689.60	2,793.60
MONTHLY	5,075.20	5,196.53	5,331.73	5,447.87	5,569.20	5,694.00	5,827.47	6,052.80
ANNUAL	60,902.40	62,358.40	63,980.80	65,374.40	66,830.40	68,328.00	69,929.60	72,633.60
BASE PAY RATE PER HOUR	\$29.28	\$29.98	\$30.76	\$31.43	\$32.13	\$32.85	\$33.62	\$34.92
RELIEF DRIVER/UTILITY PERSON (with a class B License)								
BI-WEEKLY	2,342.40	2,398.40	2,460.80	2,514.40	2,570.40	2,628.00	2,689.60	2,793.60
MONTHLY	5,075.20	5,196.53	5,331.73	5,447.87	5,569.20	5,694.00	5,827.47	6,052.80
ANNUAL	60,902.40	62,358.40	63,980.80	65,374.40	66,830.40	68,328.00	69,929.60	72,633.60
BASE PAY RATE PER HOUR	\$29.28	\$29.98	\$30.76	\$31.43	\$32.13	\$32.85	\$33.62	\$34.92
UTILITY PERSON (without a class B License)								
BI-WEEKLY	1,942.40	2,016.00	2,086.40	2,164.00	2,245.60	2,325.60	2,457.60	2,515.20
MONTHLY	4,208.53	4,368.00	4,520.53	4,688.67	4,865.47	5,038.80	5,324.80	5,449.60
ANNUAL	50,502.40	52,416.00	54,246.40	56,264.00	58,385.60	60,465.60	63,897.60	65,395.20
BASE PAY RATE PER HOUR	\$24.28	\$25.20	\$26.08	\$27.05	\$28.07	\$29.07	\$30.72	\$31.44
LEAD SEWER MAINTENANCE WORKER (Supervisor)								
BI-WEEKLY	2,954.40	3,064.00	3,175.20	3,342.40	3,519.20	3,704.00	3,898.40	4,094.40
MONTHLY	6,401.20	6,638.67	6,879.60	7,241.87	7,624.93	8,025.33	8,446.53	8,871.20
ANNUAL	76,814.40	79,664.00	82,555.20	86,902.40	91,499.20	96,304.00	101,358.40	106,454.40
BASE PAY RATE PER HOUR	\$36.93	\$38.30	\$39.69	\$41.78	\$43.99	\$46.30	\$48.73	\$51.18
PUMP STATION MECHANIC								
BI-WEEKLY	2,692.00	2,799.20	2,907.20	3,017.60	3,136.80	3,237.60	3,343.20	3,449.60
MONTHLY	5,832.67	6,064.93	6,298.93	6,538.13	6,796.40	7,014.80	7,243.60	7,474.13
ANNUAL	69,992.00	72,779.20	75,587.20	78,457.60	81,556.80	84,177.60	86,923.20	89,689.60
BASE PAY RATE PER HOUR	\$33.65	\$34.99	\$36.34	\$37.72	\$39.21	\$40.47	\$41.79	\$43.12
SEWER MAINTENANCE WORKER								
BI-WEEKLY	2,386.40	2,495.20	2,606.40	2,712.00	2,820.80	2,932.00	3,040.00	3,146.40
MONTHLY	5,170.53	5,406.27	5,647.20	5,876.00	6,111.73	6,352.67	6,586.67	6,817.20
ANNUAL	62,046.40	64,875.20	67,766.40	70,512.00	73,340.80	76,232.00	79,040.00	81,806.40
BASE PAY RATE PER HOUR	\$29.83	\$31.19	\$32.58	\$33.90	\$35.26	\$36.65	\$38.00	\$39.33
LEAD FLEET MAINTENANCE MECHANIC (Supervisor)								
BI-WEEKLY	2,954.40	3,064.00	3,175.20	3,342.40	3,519.20	3,704.00	3,898.40	4,094.40
MONTHLY	6,401.20	6,638.67	6,879.60	7,241.87	7,624.93	8,025.33	8,446.53	8,871.20
ANNUAL	76,814.40	79,664.00	82,555.20	86,902.40	91,499.20	96,304.00	101,358.40	106,454.40
BASE PAY RATE PER HOUR	\$36.93	\$38.30	\$39.69	\$41.78	\$43.99	\$46.30	\$48.73	\$51.18
MECHANIC								
BI-WEEKLY	2,689.60	2,799.20	2,907.20	3,017.60	3,136.80	3,238.40	3,343.20	3,449.60
MONTHLY	5,827.47	6,064.93	6,298.93	6,538.13	6,796.40	7,016.53	7,243.60	7,474.13
ANNUAL	69,929.60	72,779.20	75,587.20	78,457.60	81,556.80	84,198.40	86,923.20	89,689.60
BASE PAY RATE PER HOUR	\$33.62	\$34.99	\$36.34	\$37.72	\$39.21	\$40.48	\$41.79	\$43.12

SPECIAL COMPENSATION EDUCATIONAL INCENTIVE

Article 14 Section (E) Educational Advancement Assistance in the Memorandum of Understanding
 Additional Compensation for California Water Environment Association ("CWEA") Certifications:

Any employee who is not otherwise required by this MOU to have a certain CWEA certification to qualify for their position, but who holds any of the CWEA certifications, shall be paid additional compensation as follows:

- Three percent (3%) of salary for CWEA Grade 1;
- One and one-half percent (1.5%) of salary for CWEA Grade 2;
- One percent (1%) of salary for CWEA Grade 3;
- One percent (1%) of salary for CWEA Grade 4.

This includes three certifications: Collection System Maintenance, Electrical & Instrumentation Technologist, and Mechanical Technologist. The salary increase is for each certification. For example, if an employee gets their Grade 1 Certification for Collection System Maintenance, they receive a 3% educational incentive to their salary. If they additionally get their Grade 1 Electrical & Instrumentation Technologist certification, they will receive another 3% educational incentive to their salary for a total of 6% (or any other combination thereof).