

Marion Soil and Water Conservation District Board Meeting

Location: Salem USDA Service Center Conference Room
650 Hawthorne Ave. SE, Ste. 130, Salem, OR 97301-5894
Date: Wednesday, October 7, 2009
Time: 7:05PM to 9:58 PM

Actions and follow-up items (notes) are italicized.

ATTENDANCE:

Directors

Ackland, Emily
Carr, Joanne
Harper, Sara Jane
Krahermer, Doug
McKinley, Brian
Miller, Jayne
Olson, Darin

Associates / Directors Emeritus

Bowman, Quentin
Hardy, Leland
Harper, Myron

Staff

Calkins, Janice
Eden, Scott
Hadden, Mark
Keppinger, Jane

Guests / Partners

Bachelor, Les - NRCS
Calkins, Gene - Citizen
Fisher, Ralph - Citizen
Dr. Jenkins, Jeff - OSU
Janney, Phil - OSU grad student

NOT IN ATTENDANCE:

Directors

Associates

Baum, Robert
Bishop, Ryan
Clouser, Marilyn
Dyk, Robert

Directors

Emeritus

BOARD MEETING

ADMINISTRATIVE

Call Meeting to Order: Doug Krahermer, Chairman of the Board, called the Board Meeting to order at 7:05 PM.

Introductions: Introductions of all persons present were made.

Public Comment

There were no public comments made.

September 2, 2009, Board Meeting Minutes

The September 2, 2009 Board Meeting Minutes were reviewed by the Board members. Les Bachelor asked that a couple of words be stricken from the minutes under the NRCS Report section. First sentence, please strike the words "spent and", he said. And, mid paragraph, please strike the word "the" in front of "camas meadows. Jayne Miller then voiced that the wording under the Program Committee Action Item "Organic Sub-Committee" did not appropriately capture the words spoken by Doug Krahermer, or at least her recollection of the meaning behind the words he used was different. Krahermer responded that he could not recall the exact words he had used, and that the meeting minutes need not reflect actual word quotes or opinions expressed. Krahermer then asked that the entire two sentences relating to his voiced opinion be stricken from the minutes. The meeting minute's content will be adjusted as requested.

ACTION:

Olson motioned for the Board to accept and approve the Board meeting minutes for September 2, 2009 with the amendments- as otherwise submitted. The motion was 2nd by McKinley. Motion passed by unanimous vote.

September 2009 Treasurer's Report

Keppinger provided the financials report to the Board for September 2009. She began with a review of the District's Local Government Investment Pool funds, and directed the Board's attention to both the Office of the State Treasurer's Bank Statement and the District's QuikBooks Reconciliation Detail report for the month. As you can see, she said, both statements are in agreement, and show the balance holding was \$1,556,179.59 on 9/30/2009. She then made a review the District's checking account with them. Both the Bank's Statement and the District's Reconciliation Detail Report show the balance holding in the account was \$94,947.88 as of 9/30/2009. The account's activity detail report was then reviewed and discussed as needed.

ACTION:

Olson motioned for the Board to accept and approve the Treasurer's Financial Report for September 2009 as submitted. Miller 2nd the motion. There was no further discussion. Motion was passed by unanimous vote.

October 2009 and November Calendar's Reviewed

Krahmer asked the Board members to review both the October and November, 2009 calendars and to advise if any changes or corrections were needed. There were some conflicts in schedules and it was asked if the date for the Program Committee Meeting could be changed. It was agreed that the meeting would be changed from Monday, October 19 to Thursday, October 22 at 6:00 PM. The Board was then advised that the Education and Outreach Committee would now be meeting at 6:00 PM rather than the originally scheduled 6:30 PM, beginning this month (October, 2009). Everyone was reminded that the District's Annual Meeting will be held on October 26, 2009 at the Benedictine Sister's Hospitality Center in Mt. Angel and that the next Board meeting will be held on Monday, November 2nd at 7:00 PM, instead of the normally scheduled first Wednesday of each month. It was also noted that the calendar failed to reflect the Administrative Committee's meeting on November 18, 2009 at 3:00 PM. This information will be updated to the calendar as needed.

Staff and Board Acknowledgements

Keppinger advised the Board that the District's 2009 Annual Report was now completed, printed and in the mail. She passed around copies of both a color, and black and white version of the report to view, and thanked Janice Calkins, for her work in making this year's report an outstanding presentation

OSU Water Modeling & Research Project in Pudding

Dr. Jeff Jenkins, Environmental and Molecular Toxicology Professor & Phil Janney, Grad Student of Oregon State University (OSU) provided a PowerPoint presentation about a new water modeling and research project they are involved with for in the Pudding River. They are proposing that the Marion SWCD partner with them to apply for a Monitoring Grant with the Oregon Watershed Enhancement Board (OWEB) to fund a continuous pesticide sampling project in the basin. Using new technologies and ultra sensitive equipment, they have found that water samples and chemical analysis can be done at 1/3 the cost of traditional grab samples. The passive sampling devices use lipid free polyethylene tubing which sequesters organic molecules, they tend to stick to the tubing. The analysis would be conducted in the Food Safety and Environmental Stewardship Lab at OSU. Currently, 55 different pesticides can be quickly detected if present in the water. They proposed that data would be collected over the course of 2 years to establish base figures. They would also work to input the water flow data and other parameters into a hydrologic model (based on SWAT, a watershed scale agrochemical environmental fate model developed by USDA, ARS) that would model how the pesticides moved through the watershed, what concentrations and timing occurred.

One of the advantages of passive sampling devices is: that they mimic the bioavailable fraction of the organic molecules, those that aquatic organisms would be exposed to. Another advantage is that it is a continuous sample, which allows for a lower detection limit because the sampler is in the water column for a number of weeks, as opposed to a grab sample which is a "snapshot" of what chemicals are in the water at a given instance, and are not easily detectable due to the small sample size. Grab and continuous samples are not directly comparable, but the data they generate can be complementary.

It was noted that six sites were selected for sampling, three were USGS gage and sampling sites on the Lower Pudding at 99E Aurora and near Woodburn and Zollner Creek, and three sites at the Marion SWCD gage and sampling sites at Butte, Abiqua and the upper Pudding River at Selah Springs Rd. The data generated from this study would be used in conjunction with efforts to work with growers in the basin on Integrated Pest Management strategies to reduce off target pesticides. This could be a useful tool by the SWCD and NRCS to assess a farm's potential impact or input of chemicals to surface water based on their application timing and pesticide use. Olson asked if the model incorporated urban inputs. Dr. Jenkins

answered that some of those chemicals would be detected, but none of the sites were specifically selected to target the urban influences.

The intent is to share data with DEQ, farmers and partners to help further understand the results of chemical applications in the basin and target at risk activities to find mitigation techniques to help reduce overall pesticide inputs. The review process with OWEB will likely take until Jan-March before we have an indication of whether the study would be funded. Carr asked how the staff felt about the project. Eden and Hadden were supportive of having the additional technical support and knowledge that could be gained from the partnership. Further discussion followed and a decision to vote on the project during *New Business*.

REPORTS

Legislative / Current Events

Quentin Bowman gave a quick yet concise overview of current news items making headlines these days. As always the information presented is pertinent to our environment and the current state of our earth's natural resources. The following are a few highlights of the items shared:

- Oregon Senators Wyden & Merkley announced Oregon will receive \$17 million plus from the Federal Recovery and Reinvestment Act to create jobs while protecting the health of Oregon forests.
- The Federal government is setting up new rules for EPA mandated buffer zones to protect endangered fish. This would apply to more than half of Oregon's area. Limits of Chlorpyrifos, Diazinon and Malathion are affected. Restrictions could reduce productivity of valuable crop land in places like the Willamette Valley. New regulations include prohibition from spraying when wind is more than 10 mph; a buffer of non crop plantings next to salmon streams; prohibitions on spraying after or during rainstorms.
- The U.S. Geological Survey found no cause for alarm from drugs in the Tualatin River. Additional population will likely add to the problem, however.
- The Obama administrations salmon recovery plan does not call for Snake River or other dam removal but is open to the possibility of that the fish are near extinction.

NW Academy Payment Requested – Invasives

Keppinger advised the Board that NW Academy, who provided the Americorp crew for this summer's Invasive Weed Survey team, is requesting payment of \$19,200.00, which is in accordance to the District's contracted agreement. Board approval is required, for a check to be released.

ACTION:

Olson motioned for the Board to approve release of payment to NW Academy for the work now completed relating to the District's 2009 Summer Invasive Weed Survey, in the amount of \$19,200.00 in accordance to contract agreement. Carr 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

NRCS Report

Les Bachelor reported that NRCS has completed its open enrollment time for the Conservation Stewardship Program. 18 signups have been received. We are in the process of completing payments to landowners with contracts in EQIP, AWEP, WHIP, and WRP. This work, of course, requires a lot of direct contact with landowners.

Submitted: CREP plan for landowner Rick Vidal. Would the Board entertain a motion to approve?

ACTION:

Carr motioned for the Board to accept and approve the conservation plan submitted on behalf of Rick Vidal, under the CREP program. Olson 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

Administrative Committee

Hardy advised the Board that the Administrative Committee met on September 9th and that discussion was continued on the possibility of allowing excess vacation leave to be paid out in cash/check to the employee. We will discuss this matter further once *New Business* is covered in this evening's meeting. The next item for Committee review was with regards to possible changes needed in the RCAP (Riparian Conservation Action Plan) program. The committee agreed that for liability protection and more, it will be beneficial to the District to have the program changed into a grant program. The Program Committee will provide you further information on this matter, when Darin Olson gives his report.

The next item the Committee discussed what the 2009-2010 Salary Equalization Adjustment (SEA). Again, we will discuss this matter further under *New Business*, later in the meeting.

The Committee also reviewed and discussed the District's Organizational Chart and the possibility for updates or changes. This matter is still under discussion. An official report will be given at a later date.

There was also discussion related to updating the District's computer system. Darin Olson will speak on this matter further, later this evening.

Program Committee

Olson advised the Board that the Program Committee took the Administrative Committee's suggestion forward to convert the RCAP program into a grant program. It was agreed by everyone, that this action would help reduce the District's potential liability for work done, outside its immediate control.

The Committee also received a request for a Special Project Grant, that would support the formation of (4) separate rain gardens. Three of these were received from landowners, one from Oregon State University (OSU). All sites would be easily viewed from sidewalks and will act as demonstration sites. We will discuss this further in *New Business* and will ask for a vote at that time, he said.

The Committee also reviewed RFP's (Request for Proposals). Scott Eden has sent the information out to acquire bids for design drawings for a smaller manure storage structure, suitable to the needs of a diverse population. This process will save us time and the Board of course, will have final approval.

The Committee has an appointment to go to Jayne Miller's (former Landowner Assistance Program grant recipient / Current Board Director) property to investigate a concern that has been raised relating to line/hoof rot on one of her horses. The concern voiced is that the geo tech fabric used in the construction of a HUA (Heavy Use Area) has somehow contributed to the current health issues. Further investigation into the matter is pending. A follow-up report will be given, Olson said.

There was also the Issue of grant project with Yamhill & OSU Pesticide study. This was covered with the earlier presentation by Dr. Jeff Jenkins. End of report.

Education and Outreach Committee

S.J. Harper indicated to the Board that the Education and Outreach Committee meeting had been cancelled in September. There was nothing to report.

Oregon Association of Conservation Districts (OACD)

Keppinger reported that OACD's convention, held in Pendleton this year, will be on November 4th – 7th. Both she and Krahrmer will be there to attend the Board of District's meeting, and for the election of officers. Keppinger indicated that Oregon Envirothon is utilizing the laws and by laws created by OACD as their foundation. OACD's current President, John MacDonald's term of office will come to an end in November of this year. At this point in time, it appears that Charlie Boyer may be appointed to the position. OACD is still looking to hire new Staff, but at this time they are leaning more toward filling the position of an Administrative Assistant as priority, due to the need of providing the public a person to contact (by phone or in person).

Soil and Water Conservation Commission (SWCC)

Krahrmer advised the Board that the Soil and Water Conservation Commission would be meeting later this month, on October 27 and 28th at East Multnomah SWCD's office in Portland. Until that time has passed, there was nothing to report.

OLD BUSINESS

RCAP (Riparian Conservation Action Plan)

DISCUSSION:

It was noted that by converting the RCAP program into a grant program, the contracting of services will become the sole responsibility of the landowner.

ACTION:

Olson motioned for the Board to accept and approve the proposal to convert the RCAP program into a grant program. Motion was 2nd by Carr. There was no further discussion. Motion passed by unanimous vote.

NEW BUSINESS

Personnel Policy – Cashing out Part of Vacation Leave

Hardy explained to the Board that under current policy an employee may accumulate up to 240 hours maximum, vacation leave. Once that figure is obtained, hours are no longer accrued. Either lose it or use it. Under this policy it is a no win situation for both District and employee. The District loses out as an employee may not be available when he/she is really needed. We propose a caveat with conditions. (1) That an employee must accumulate a minimum of 200 hours and can cash out up to 40 hours worth of pay. (2) And that this action of converting accrued vacation hours into pay be allowed only one time a year, and be completed between: July 1st – March 31st of the fiscal year. And (3) that this action must be approved by the District Manager.

DISCUSSION:

Olson suggested that to help alleviate any tax burden to the employee, the District might look into the option of allowing for a sabbatical to be taken. Ackland raised the concern that an employee should never be allowed to accrue such a large amount of vacation leave. Vacation time was created to lessen the overworking of any and all individuals. Not taking time off can be detrimental to ones health and welfare. She suggested that supervisors be more diligent to help supervise and enforce that vacation time is taken each year.

ACTION:

Olson motioned for the Board to accept and approve the policy change- as presented, which will allow an employee having 200 hours or more of accrued vacation time the ability to have it cashed out, with the stipulations as proposed above. Carr 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

Salary Plan Adjustment

Hardy recapped to the Board the fact that this District lost 5 employees in 2007, primarily due to the District's lagging salaries. Our salary tables were later reviewed and compared to those of our competitors (State, Federal, County and City) and were found to be 15-20% lower than theirs. In July of 2007 the District board stated employee salaries would need to be increased by a minimum of 15 – 20% and decided that actions would be taken over the course of the next 2 to 3 years (or budget cycles) to bring the salaries in alignment, to where they should be with our competitors. Hardy gave strong arguments and supporting documentation on Board actions taken over the course of the following two years (2008, 2009) giving good reason why an adjustment increase was now needed. Since 2008 Federal minimum wage has increased 24%, while State minimum wage has increased 8% (19% since 2004). The state minimum wage increase is triggered solely by the cost of living. (Hardy's notes are attached). Report given, vote was then requested in support of a salary adjustment increase.

DISCUSSION:

It was noted that even with the salary adjustments made over the past two years, the District's salaries still remain to be under our competitors by 15-20%. The District budget had been adjusted to allow for a 3% salary increase this year, and contain ample funds to implement this increase now. True, the barometer nationwide is poor, but it was agreed a salary adjustment increase is needed, is warranted and has been planned for. It was also agreed, that should the economy continue in its current downward trend, the District is not tied to current salaries. If needed, salaries could be adjusted downward – if and when warranted in the future. It was also clarified in conversation, that an approval of increase would result in an amendment to the salary table, increasing salaries accordingly by 3% or whatever amount Board approved.

ACTION:

Ackland motioned for the Board to approve giving the District employees a 3% salary adjustment increase effective as of October 1, 2009. McKinley 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

SWCD Computer System Research

Olson and Keppinger asked the Board to approve the formation of a new Committee for the purpose of needs analysis to see how the District can migrate to a new computer system. To determine the how's, whys, if, when and costs associated to such a change. Currently, Darin Olson, Doug Krahmer, Jane Keppinger and Susan Ortiz have indicated interest to sit on the committee. It was felt that it might take up to 2 years to complete the assessment.

ACTION:

Carr motioned for the Board to grant approval for the formation of a new Committee to perform Computer System Research. Olson 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

Special Project Grant

Olson asked the Board to approve the Special Project Grant in support of (4) rain gardens. These are good projects he said.

ACTION:

Olson motioned for the Board to accept and approve the Special Project Grant application for (4) rain gardens, as submitted, thereby providing funding assistance in the amount of \$6,800.00. Miller 2nd the motion. There was no further discussion. Motion passed by unanimous vote.

OSU (Oregon State University) Research Project

ACTION:

Miller motioned that the Board approve that the District submit an application for OWEB Grant funding of the OSU Research Project (in support of the project presented earlier this evening). Ackland 2nd the motion. There was no further discussion. Motion was passed by a unanimous vote.

DISCUSSION:

Keppinger indicated that Dr. Jenkins had indicated the cost to be approximately \$75,000, the District would charge Administrator Fees.

NAWCA (North American Wetlands Conservation Act) Small Grants Application

Two Projects: (1) Yamhill County, (2) Marion County

It was noted that the project would be a continuation of the Budeau Restoration project. The District will stay out of the middle of it. Yamhill SWCD will act as the Fiscal Agent, Marion SWCD will only provide in-kind assistance.

ACTION:

Ackland motioned that the Board approve and allow the District to submit an application for joint venture between Yamhill SWCD and Marion SWCD, as submitted, for North American Wetlands Conservation Act for the funding of a Small Grant in the amount of \$75,000.00. Carr 2nd the motion. There was no further discussion. Motion was passed by a unanimous vote.

Convene to Executive Session ORS: 192.660 (1) (i) Time: 9:52 PM
Review & evaluate employment related performance of employee(s)

Adjourned: 10:56 PM

Reconvene Regular Board Meeting

ACTION:

Olson motioned for the District to hire Keldah Hedstrom as a regular employee and to approve manager's recommendation for salary increase as per discussion in executive session.

MEETING WAS ADJOURNED AT 9:58 PM.

Next meeting: Monday, November 2, 2009 and beginning at 7:00pm.

Location: Salem USDA's Service Center Conference Room
650 Hawthorne Ave SE, Ste. #130, Salem, OR 97301-5894

Minutes submitted by Janice (Bryant) Calkins

Attachments

Administrative Committee Report
To
MSWCD Board Meeting
October 7, 2009

Employee Salary Table Adjustment

Dilbert

Background:

By 2007 the District had lost 5 employees (Robin, Marcy, Diane, Glenn, & Kristen) primarily to a lagging District salary. A study done at that time determined the District salary table was 15% to 20% lower than our competitors. In the July 2007 minutes the District board stated employee salaries would need to increase by a minimum of 15 to 20% to be more competitive. I was expected that it would take the next two to three budget cycles to complete the process. Actions since 2007 are:

1. In July 2007 a 3% adjustment was made to the old six step salary table. There had not been any adjustments to the salary table since July of 2004. This action was prior to the 2007 – 2008 District salary evaluation.
2. The District's 10 step salary table was approved by the Board in January 2008. Step 6 in the old salary table became step 8 in the new 10 step table. This action did not affect any employees because no one was in an old step 6 position.
3. In July 2008, a 3% increase to the table was implemented to stay current with the cost of living knowing that it would take the District at least two more years of both elevating District salaries and awarding COLA's to close the gap with the competition.
4. During staff evaluations in April and May 2009, employee positions on the salary table were adjusted to better reflect the actual work being performed.

Since 2007 Federal minimum wage has increased 24%, while State minimum wage has increased 8% (19% since 2004). The state minimum wage increase is triggered solely by the cost of living.

The recently completed salary evaluation of District vs. Federal, State and City of Salem salary tables again supports the District salary is lower than our competitors by 5% to 25% or more, depending upon employee position and agency being used for comparison.

Review and discuss spreadsheets.

Provide budget constraints? – Jane

Currently there are five (5) job announcements on the street, two (2) ODA, two (2) ODFW and one (1) West Multnomah SWCD). Four of the five jobs one or more of our employees are probably qualified for; and if successful, there would be a potential salary increase.

Action:

Other than the 3% salary table adjustment in July 2008 and minor salary increases from employee performance evaluations in the spring of 2009, no other action has taken place to help “catch up” the 15% to 20% salary deficit identified in 2007. The Administrative Committee recommends the board continue their efforts by adjusting the salary table again this year so District wages move closer in comparison;

We need a motion to identify:the amount of salary table adjustment to be enacted, the effective date and approval of the motion.

TABLE 2
CITY OF SALEM
June 2009 thru June 2010

City of Salem Compared to:
MSWCD

Position	1 Monthly	1 Annual	%	2 Monthly	2 Annual	3 Monthly	3 Annual	4 Monthly	4 Annual	5 Monthly	5 Annual	6 Monthly	6 Annual	%	Position
Office Assistant I	2,328	27,936	26%	2,406	28,872	2,506	30,072	2,589	31,068	2,685	32,220	2,780	33,360	12%	Office Assistant I
Office Assistant II	2,590	31,080	13%	2,685	32,220	2,780	33,360	2,881	34,572	2,987	35,844	3,103	37,236	4%	Office Assistant II
Office Assistant HA	2,590	31,080	13%	2,685	32,220	2,780	33,360	2,880	34,560	2,987	35,844	3,103	37,236	4%	Office Assistant HA
Plans Technician	2,881	34,572	26%	2,987	35,844	3,103	37,236	3,236	38,832	3,366	40,392	3,494	41,928	17%	Plans Technician
Permit Specialist	2,881	34,572	26%	2,987	35,844	3,103	37,236	3,236	38,832	3,366	40,392	3,494	41,928	17%	Permit Specialist
Engr Technician I	2,881	34,572	26%	2,987	35,844	3,103	37,236	3,236	38,832	3,366	40,392	3,494	41,928	17%	Engr Technician I
Eng Permit Technician	3,103	37,236	9%	3,236	38,832	3,366	40,392	3,494	41,928	3,638	43,656	3,787	45,444	7%	Eng Permit Technician
Permit Technician	3,103	37,236	9%	3,236	38,832	3,366	40,392	3,494	41,928	3,638	43,656	3,787	45,444	7%	Permit Technician
Engr Technician II	3,366	40,392	19%	3,494	41,928	3,638	43,656	3,787	45,444	3,936	47,232	4,092	49,104	16%	Engr Technician II
Urban Designer	3,494	41,928	23%	3,638	43,656	3,787	45,444	3,936	47,232	4,092	49,104	4,252	51,024	21%	Urban Designer
Planning Specialist	3,638	43,656	28%	3,787	45,444	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	26%	Planning Specialist
Engr Technician III	3,638	43,656	28%	3,787	45,444	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	26%	Engr Technician III
GIS Engr Technician	3,787	45,444	12%	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	13%	GIS Engr Technician
Natural Area Specialist	3,787	45,444	12%	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	13%	Natural Area Specialist
Residential Plans Examiner	3,787	45,444	12%	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	13%	Residential Plans Examiner
CADD Technician	3,787	45,444	12%	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	13%	CADD Technician
Dept Tech Support Technician	3,787	45,444	12%	3,936	47,232	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	13%	Dept Tech Support Technician
Survey Party Chief	3,936	47,232	16%	4,092	49,104	4,252	51,024	4,446	53,352	4,630	55,560	4,822	57,864	18%	Survey Party Chief
Civil Engineer Asst	4,092	49,104	21%	4,252	51,024	4,446	53,352	4,630	55,560	4,822	57,864	5,028	60,336	23%	Civil Engineer Asst
GIS Analyst	4,092	49,104	21%	4,252	51,024	4,446	53,352	4,630	55,560	4,822	57,864	5,028	60,336	23%	GIS Analyst
Plans Examiner I	4,092	49,104	21%	4,252	51,024	4,446	53,352	4,630	55,560	4,822	57,864	5,028	60,336	23%	Plans Examiner I
Dept Tech Support Analysis	4,252	51,024	8%	4,446	53,352	4,630	55,560	4,822	57,864	5,028	60,336	5,245	62,940	13%	Dept Tech Support Analysis
Plans Examiner II	4,630	55,560	18%	4,822	57,864	5,028	60,336	5,245	62,940	5,431	65,172	5,670	68,040	22%	Plans Examiner II
Engineering Associate	4,630	55,560	18%	4,822	57,864	5,028	60,336	5,245	62,940	5,451	65,412	5,670	68,040	22%	Engineering Associate
Dept Tech Support Analysis II	4,822	57,864	8%	5,030	60,360	5,245	62,940	5,451	65,412	5,670	68,040	5,923	71,076	14%	Dept Tech Support Analysis II

MSWCD_Salem_Diff_2009_Salary

TABLE 1
 TEN STEP -- ANNUAL SALARY TABLE
 MARION SWCD Range and Step
 July 1, 2008 to June 30, 2009

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 TEN STEP -- ANNUAL SALARY TABLE
 MARION SWCD Range and Step
 July 1, 2008 to June 30, 2009

MSWCD Compared to:
 City of Salem

MSWCD Compared to:
 City of Salem

Range	Number Employees	STEP 1	Difference	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Difference
Range 1		22255	-26%	23002	23752	24500	25248	25996	26746	27493	28241	28991	-12%
Range 2		27493	-13%	28428	29363	30298	31232	32167	33102	34039	34971	35906	-4% to -17%
Range 3	1	34039	-9% to -28%	34975	35911	36847	37780	38716	39652	40588	41524	42460	-7% to -26%
Range 4	3	40588	-12% to -21%	41522	42455	43393	44326	45264	46197	47135	48068	49002	-13% to -23%
Range 5	4	47134	-8% to -18%	48067	49005	49938	50876	51809	52743	53681	54614	55552	-13% to -22%
Range 6		53680	-8%	54614	55548	56482	57421	58355	59289	60223	61157	62091	-14%
Range 7		60222		61155	62095	63028	63962	64901	65834	66768	67707	68641	
Range 8	1	66767		67816	68857	69906	70947	71995	73037	74085	75133	76175	

MSWCD_Annual_Salary_2008_Diff_Salem