



California Regional Water Quality Control Board

San Francisco Bay Region

391



Gray Davis
Governor

Winston H. Hickox
Secretary for
Environmental
Protection

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C. R. # 391-503-322

Date: **JUL 27 1999**
File No. 2188.22 (JRW)

Mr. Stewart Smith
Vice President, Operations
Hanson Permanente Cement Company
24001 Stevens Creek Boulevard
Cupertino, CA 95014

RE: Cleanup and Abatement Order No. 99-018

Dear Mr. Smith:

Enclosed is a copy of Order No. 99-018. This Order directs Hanson Permanente Cement Company to immediately address the discharge of concrete and other wastes into Permanente Creek, Cupertino, Santa Clara County. The discharge has permanently impacted the creek and its functions in violation of the California Water Code.

I urge you to take measures necessary to comply with this Order. In view of the seriousness of the problem and lack of appropriate measures to prevent further impacts to waters of the State, I will not hesitate to pursue further enforcement action should this Order be violated.

As specified in Finding 14 of Order No. 99-018, the Regional Board is entitled to recover reasonable costs actually incurred by staff from responsible parties to oversee cleanup of unauthorized discharges which have adversely impacted or threaten to effect waters of the State. To assure that sufficient Regional Board staff resources are available to conduct the necessary reviews and approvals, we intend to include this site in this Region's Spills, Leaks, Investigations, and Cleanups (SLIC) Cost Recovery Program, more fully described in the attached Reimbursement Process for Regulatory Oversight enclosure. Please acknowledge in writing your intent to reimburse the State for cleanup oversight work as stated in the enclosure. You may use the enclosed sample acknowledgment letter. **Please return the enclosed letter or its equivalent by August 23, 1999.**

California Environmental Protection Agency

If you have any questions relating to this Order, please contact John West of my staff at (510) 622-2438, or at e-mail JRW@rb2.swrcb.ca.gov.

Sincerely,



Loretta K. Barsamian
Executive Officer

Enclosures: Cleanup and Abatement Order No. 99-018
 Reimbursement Process for Regulatory Oversight
 Attachment 1 - Acknowledgment Letter
 Attachment 2 - Billing Rates

cc:

Beth Hamilton, SMMF&F
Diane Mims, URS Greiner
Clyde Davis, US Army Corps
Brent Calhoun, SCVWD
Curt McCasland, USF&WS
Deborah Johnston, CDF&G
Dorothy Humphrey, Creeks of Los Altos

STATE OF CALIFORNIA
CALIFORNIA REGIONAL WATER QUALITY CONTROL BOARD
SAN FRANCISCO BAY REGION

CLEANUP AND ABATEMENT ORDER NO. 99-018
HANSON PERMANENTE CEMENT COMPANY, INC.
(FORMERLY KAISER CEMENT CORPORATION)
CUPERTINO, SANTA CLARA COUNTY, CALIFORNIA

The California Regional Water Quality Control Board, San Francisco Bay Region (the Board) finds that:

1. The Hanson Permanente Cement Company, Inc. (Hanson), owns and operates a cement plant and rock quarry (the Facility) adjacent to Permanente Creek (the Creek) in the City of Cupertino, Santa Clara County, California.
2. Hanson is currently regulated under Cleanup and Abatement Order Nos. 92-001 and 95-207, and operates under the State Board's General Permit for Storm Water Discharges Associated with Industrial Activities (General Permit), Waste Discharger Identification Number 2 43S006267.
3. Section 411.32 of 40 C.F.R. prohibits the discharge of storm water with more than 50 mg/l of Total Suspended Solids from cement manufacturing facilities for all storms of an intensity equal to or less than the 25-year, 24-hour storm.
4. The discharge of silt, sand, clay or other earthen materials from any activity in quantity sufficient to cause deleterious bottom deposits, turbidity or discoloration in surface waters or to unreasonably affect or threaten to affect beneficial uses (Table 4-1, Discharge Prohibitions, Item No.9) is prohibited by the San Francisco Bay Water Quality Control Plan (Basin Plan) and the General Permit. Slide areas and stream banks that remain unstable during the rainy season are a significant source of sediment discharge. In addition to increased sediment loading, historic activities at the Facility have also impacted creek dynamics (e.g., biological, hydraulics, hydrology, sedimentation and deposition, etc.). Changes to creek dynamics can affect physical and chemical changes in water quality and, thus, the beneficial uses of the Creek.
5. Board staff inspected the Facility on several occasions during dry and wet weather months in 1998 and 1999 and observed sediment-laden water discharging to the Creek from various locations at the Facility. During these inspections, water clarity in the Creek was generally observed to be significantly more turbid downstream than upstream of the Facility.

6. On June 22, 1998, Board staff met with representatives from California Department of Fish and Game (DF&G), U.S. Army Corps of Engineers (Corps), U.S. Fish and Wildlife Service (F&WS), Santa Clara Valley Water District (SCVWD) and Hanson at the Facility to discuss appropriate alternatives for Pond-14. Pond-14 is an in-stream pond and is located at the furthest downgradient point of the Facility. It was generally agreed that it would be beneficial to install a mechanism that would divert stream flows away from Pond-14 while increasing riparian and wetland habitat and using Pond-14 for emergency use as a sedimentation basin.
7. Pond-22, located immediately upstream of Pond-14 at the downstream end of the Facility, is believed to have been constructed in 1997 without appropriate regulatory permits. On September 2, 1998, The Board issued a Waiver of Waste Discharge Requirements and Water Quality Certification for the excavation of approximately 2,000 cubic yards of sediment from instream settlement Ponds-13 and -14, and for repair of an approximately 10-foot wide by 20-foot length section of the Creek. Pond-22 was specifically excluded from authorization in the waiver because of the concern that it was constructed without appropriate regulatory permits.
8. On September 17, 1998, the Board issued a Notice of Violation (NOV) for discharges of sediment laden storm water into the Creek in violation of Board Order No. 95-207 and the General Permit. The NOV was issued in response to citizen complaints and subsequent Board staff inspections and observations at the Facility indicating a significant increase in turbidity through the Facility and increased sediment deposition downstream of Facility operations.
9. The NOV required Hanson to develop interim and long term measures to eliminate discharge of sediment laden water into the Creek, to perform a storm water discharge outfall consolidation study to improve storm water monitoring, and to provide its findings in a report to Board staff.
10. Hanson has implemented interim measures as required by the NOV, and submitted two reports documenting the progress made to date. As part of the long-term goals, Hanson has performed a sediment source identification exercise to pinpoint and prioritize the potential source areas within the Facility.
11. Board staff met with Hanson representatives on February 16, 1999, to discuss the source areas identified during the inspections described in Finding 5, and possible interim and long-term measures for each of the six areas identified as having the highest priority for erosion control.
12. Based on the above facts, Hanson has caused or permitted storm water to be discharged into waters of the State and created and threatened to continue to

create pollution. This Order, therefore, sets forth tasks for investigating and mitigating existing and potential future impacts to the Creek.

13. This Order is an action to enforce the Basin Plan and as such is exempt from the California Environmental Quality Act, pursuant to Section 15321(a)(2) of Title 14, California Code of Regulations.
14. Pursuant to Section 13304 of the Water Code, Hanson is hereby notified that the Board is entitled to, and may seek reimbursement for all reasonable costs actually incurred by the Board to investigate the unauthorized discharges and to oversee cleanup and abatement of the effect thereof, or other remedial action, required by this Order.

IT IS HEREBY ORDERED, pursuant to Section 13304, of Division 7 of the California Water Code, that Hanson shall abate the effects of the discharges, and take other remedial actions to control as follows:

A. Prohibitions

1. The discharge, or creation of potential for discharge, of any earthen materials, fresh concrete, cement, silt, clay, sand, organic material or any other pollutants that will significantly degrade water quality, and adversely affect beneficial uses of waters of the State is prohibited.
2. No work shall be performed in the Creek that may contribute to sediment discharges, including stabilization of banks and sediment removal, without advance authorization from this Board and other appropriate permitting agencies.

B. Interim/Annual Corrective Measures

1. Stabilize all disturbed slopes at the Facility which are not being actively mined and which contribute to sediment discharges. Stabilization to prevent erosion may be in the form of either hydro-seeding, mulching or other erosion control measures.
2. Intercept all sediment laden storm water in excess of 50 mg/l Total Suspended Solids before the storm water enters the Creek for all storms of an intensity equal to or less than the 25-year, 24-hour storm. Hanson may propose to treat that storm water before allowing it to enter the Creek.
3. To the extent feasible, clean out all sediment from existing permitted sedimentation basins to achieve adequate retention volume. The removal of earthen materials must be in accordance with all DF&G, Army Corps of Engineers, SCVWD, and Board permits, requirements and conditions, and

may occur on an annual basis (or more frequently if necessary), and must be scheduled and performed in a manner that minimizes impacts to the Creek.

4. Adequate erosion control measures shall be implemented and maintained at the Facility to prevent discharge of earthen materials and other pollutants to waters of the State from disturbed or stockpiled area.
5. All surplus and waste materials shall be contained or disposed of in an appropriate manner and location sufficient to prevent erosion or washout and subsequently discharging to waters of the State.
6. Drainage and surface flows from the Facility shall be controlled to prevent onsite and downstream erosion and pollutant discharge. **By August 31, 1999** Hanson shall submit a technical report containing an Interim Corrective Action Plan acceptable to the Executive Officer, that complies with the Prohibitions of this Order and provides a schedule for complying with all the Interim/Annual Corrective Measures specified in Provisions B.1. through B.5. above. The Interim Corrective Action Plan shall be in place until the permanent corrective measures outlined below have been implemented.

C. Remedial and Long Term Measures

1. **By August 15, 1999** Hanson shall submit a technical report containing an updated storm water monitoring plan, acceptable to the Executive Officer, to assess the effectiveness of the source control measures implemented. The monitoring plan must include a map delineating all disturbed areas at the Facility, Facility-wide storm water sampling locations, sampling frequency, sampling schedule, laboratory analyses, and reporting schedule. The report must include an evaluation of the data collected, and recommendations for additional source control options if the monitoring demonstrates that the source control options implemented were not successful. The plan should be responsive to changing conditions at the Facility, and monitoring locations should be deleted or added accordingly.
2. **By September 15, 1999** Hanson shall submit a technical report containing a work plan and an implementation schedule, acceptable to the Executive Officer, to restore the Creek to a natural flowing condition by-passing Pond-14, the farthest downstream sedimentation pond at the Facility. This shall be done in such a manner that adequate water is allowed to flow into Pond-14 to maintain a wetland habitat as discussed with Board staff during the June 22, 1998, meeting at the Facility. The restoration shall provide for a mechanism that is capable of diverting all flows back to Pond-14 in the event of an upgradient sediment discharge or other necessary

condition. The work plan shall be prepared and implemented by a creek restoration specialist.

3. **By September 15, 1999** Hanson shall submit a technical report containing a proposal, acceptable to the Executive Officer, to either restore Pond-22 to a natural flowing condition or obtain appropriate "after the fact" regulatory permits for its construction. Any proposal to obtain permits shall include a plan and schedule for mitigating both temporal and permanent impacts caused by its construction.
4. **By November 15, 1999** Hanson shall submit a technical report containing a work plan, acceptable to the Executive Officer, outlining the corrective measures to control sediment discharges to the Creek from Upper and Lower Quarry Road. The work plan shall contain a detailed description of the source areas contributing to the runoff entering the Creek from Quarry Road, a map depicting those areas, a plan outlining the specific sediment control measures to be implemented per source area identified, and an implementation schedule.
5. **By November 1, 1999** Hanson shall submit a technical report containing a work plan and an implementation schedule, acceptable to the Executive Officer, outlining a plan to control sediment runoff from the Primary Crusher and from the Ore Feeder to the Primary Crusher. The work plan will include the design of a containment system to control overland flow of sediment laden water over the embankment directly into the Creek, and a storm water drainage plan for the water contained by the new system. In addition, the plan shall include a sediment management plan for the water contained in the existing concrete containment structure adjacent to the Primary Crusher. The sediment management plan must include a training component to ensure all Facility personnel follow the procedures outlined within the plan.
6. **By November 15, 1999** Hanson shall submit a technical report containing a work plan, acceptable to the Executive Officer, for the containment of storm water and aggregate wash water containing elevated levels of sediment from Screen Tower No. 4. The work plan must include the design of a containment system and water management plan for this area, and the stockpiles adjacent to the Creek to the west of Screen Tower No. 4. The work plan must provide for source removal activities, sediment removal, drainage improvements, or a combination of these activities, and an implementation schedule.
7. **By December 15, 1999** Hanson shall submit a technical report containing a work plan, acceptable to the Executive Officer, for slope stabilization and re-vegetation of the former overburden stockpile area. This plan shall

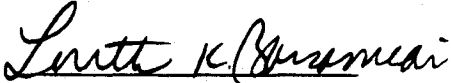
be in addition to the annual hydro-seeding program that Hanson currently performs. The slope stabilization and re-vegetation plan must include specific areas to be re-vegetated, a phased planting plan, and implementation schedule for the stabilization and planting program. The plan must specify the types of vegetation to be planted within each area and performance criteria to determine whether the re-vegetation plan implemented for a particular area is successful. A contingency plan for areas where re-vegetation is not successful must also be included.

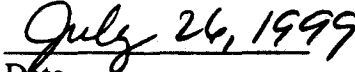
8. **By February 1, 2000** Hanson shall submit a technical report containing a work plan, acceptable to the Executive Officer, for slope stabilization of the Creek embankment adjacent to Screen Tower No. 4. The work plan must be prepared by a creek restoration specialist and include a review of potential slope stabilization alternatives, including biotechnical stabilization alternatives and discussion of the benefits and disadvantages of each alternative. A recommendation for the selected alternative and a schedule for its implementation must be included in the technical report.
9. **By September 1, 2000** Hanson shall submit a technical report containing a proposal for a long term creek restoration plan (plan), acceptable to the Executive Officer, for all areas of the Creek area affected by the Facility. A creek restoration specialist must prepare the plan. This plan should build upon previous work including the tasks required above and be performed in three phases. The plan shall fully describe each phase, which should, at a minimum, include the following components:

Phase 1: A system wide field reconnaissance (fluvial geomorphology), that includes problem(s) identification (determine cause/mode of failure), and data collection and analysis (e.g., biological, geotechnical, hydraulics & hydrology, sedimentation, survey and mapping, etc.). Properly performed field reconnaissance and problem identification should result in a good qualitative understanding of erosion and bank stability problems on a watershed scale. The purpose of this reconnaissance is to identify sites along the Creek that would ideally require some form of stabilization and/or restoration;

Phase 2: Prioritization of candidate sites and a description of identified and potential solutions and design alternatives that incorporate information from Phase 1. Such a plan should consider appropriate fluvial geomorphologic design and the degree to which biotechnical measures and creek restoration design can be included as the solution; and,

1. On an annual basis by April 30, Hanson shall apply for Waste Discharge Requirements and/or Water Quality Certification for all scheduled and/or planned work in the Creek and its tributaries, including stabilization of banks, sediment removal, and all other work scheduled and/or planned to be undertaken in implementing the measures under Provisions B. and C. in that calendar year. For all such work scheduled and/or planned prior to February 1, 2000, only, Hanson shall submit the above application by August 23, 1999.
2. As described in Finding 14 above, upon receipt of a billing statement for costs incurred pursuant to Section 13304 of the Water Code, Hanson shall reimburse the Board.
3. Pursuant to California Water Code Sections 13304 and 13350, if Hanson fails to comply with the provisions of this Order, the Board may schedule a hearing to consider assessing civil monetary penalties and to consider requesting the Attorney General to take appropriate enforcement action, including injunctive and civil monetary remedies.


Loretta K. Barsamian
Executive Officer


Date

ENCLOSURE

Hanson Permanente Cement Company, Inc., Santa Clara County

REIMBURSEMENT PROCESS FOR REGULATORY OVERSIGHT

We have identified your facility as requiring regulatory cleanup oversight. Pursuant to Porter-Cologne, Section 13304, reasonable costs for such oversight can be recovered by the San Francisco Bay Regional Water Quality Control Board (Regional Board) from the responsible party. The purpose of the enclosure is to explain the oversight billing process structure.

INTRODUCTION

Porter-Cologne, Division 7, Section 13304, authorizes the State Water Resources Control Board (State Board) to set up Cost Recovery Programs. The Budget Act of 1993 authorized the State Board to establish a Cost Recovery Program for Spills, Leaks, Investigations, and Cleanups (SLIC). The program is set up so that reasonable expenses incurred by the State Board and regional boards in overseeing cleanup of illegal discharges, contaminated properties, and other unregulated releases adversely impacting the State's waters can be reimbursed by the responsible party. Reasonable expenses will be billed to responsible parties and collected by the Fee Coordinator at the State Board in the Division of Clean Water Programs (CWP). The Fee Coordinator keeps an active billing list to ensure that charges for such expenses are appropriately assessed and collected in a timely manner.

Estimate of Work to be Performed in Oversight of the Hanson Permanente Cement Company, Inc. Facility

Regional Board staff will be actively overseeing the implementation of Order No. 99-018 at this facility. To date we have expended 60 hours in investigation, inspection and preparation of Order No. 99-018. We estimate that we will expend between approximately 100 to 120 hours during the balance of fiscal year 1999/2000, ending June 30, 2000, in performing the following work for the subject facility: Review work plans, investigation reports, mitigation plans, Storm Water Pollution Prevention Plans, and correspondence from Hanson, its consultant, and/or interested parties. Conduct facility inspections following submittal of plans. Conduct meetings regarding the facility when required. Engage in phone conversations discussing issues related to the facility and prepare written correspondence between the Regional Board, Hanson, and interested parties. This is merely an estimate of time and work to be performed. The actual time needed will depend on the nature and extent of the necessary oversight.

Statement of Expected Outcome

The work to be performed should result in the completion and implementation of: work plans, investigation reports, the facility Storm Water Pollution Prevention Plan. As a result of such work, the facility will have in place an appropriate practices to prevent sediment and/or sediment laden water from entering Permanente Creek.

Billing Rates

Attachment 2 describes the billing rates for employees expected to engage in the oversight work or services for your site. The name and classification of employees making charges will be listed on invoices. The average billing rate is approximately \$70 per hour. An estimate for any necessary work after June 30, 2000, will be provided prior to the next fiscal year.

THE BILLING SYSTEM

Each account has a unique charge number assigned to it. Whenever any oversight work is done, the hours are billed to the charge number. For these charges, the hours and the associated expenditures, (staff salaries and wages, overhead and administrative charges) are billed on the quarterly billing as Labor Hours and Current Billing Period Charges.

Any time that cannot be directly related to an account, (such as billing and accounting work) will be charged to a special account number. The Accounting Office totals these administrative charges for the billing period and distributes them back to all of the accounts based on the number of hours charged to each account during that billing period.

The Overhead Charges are based on the number of labor hours charged to the account. The overhead charges consist of rent, travel, supplies, training, and personnel services. If there is no labor charged to the account during the billing period, there will be no overhead charges for that billing period with the exception of the last month of each fiscal year. This is due to the fact that the labor charges end June 30 for the current fiscal year. However, several kinds of overhead charges such as supply orders and travel expenses are paid after the fiscal year ends. The State Board Accounting Office keeps track of these charges and distributes them back to all of the accounts based on the number of hours charged to each account for the whole fiscal year that has just ended. Therefore, the quarterly statements for the last month of the fiscal year could show no labor hours charged for the billing period, but some overhead charges could be charged to the account. The hours charged to an account are totaled each month by the employee and reported on a monthly timesheet. The timesheets are submitted to the Accounting Office and entered into the automated accounting system, which computes the Labor and Overhead Charges based on the hours reported.

The monthly expenditure information for the billings are taken from monthly automated accounting reports. A running balance on each of the accounts is kept on fee history sheets in each of the site files. The information is extracted from the accounting report and the fee history sheet to produce the statement, and two copies of the statement are sent to the responsible party. If a balance is owed, a check is to be remitted to the Accounting Office with a copy of the statement within 15 days after receipt of the bill. The Accounting Office sends a report of payments to the Fee Coordinator on a quarterly basis.

Copies of the billings will be sent to the appropriate regional boards so they will be updated on the accounts, if the responsible party has any questions. If the responsible party becomes delinquent in their quarterly payments, oversight work will cease immediately and the responsible party will be in violation of its Cleanup and Abatement Order. Work will not begin again and the responsible party will remain in violation until the payments are brought up-to-date.

DISPUTE RESOLUTION

If a dispute regarding oversight charges cannot be resolved with the Regional Board (see page 3), Section 13320 of the California Water Code provides an appeal process to Regional Board decisions. Regulations implementing Water Code Section 13320 are found in Title 23 of the California Code of Regulations, Section 2050.

DAILY LOGS

A detailed description (daily log) of the actual work being done at each specific site is kept by each employee in the Regional Board who works on the cleanup oversight at the property. Upon request, these logs are provided to the responsible party by Regional Board staff. They will not be included in the quarterly billing statement.

REMOVAL FROM THE BILLING SYSTEM

After the responsible party has complied with the Cleanup and Abatement Order to the acceptance of the Regional Board Executive Officer, the account can be removed from the active billing system by the Regional Board submitting the appropriate form to the Fee Coordinator. If a balance is due, the Fee Coordinator will send a final billing for the balance owed. The responsible party should then submit a check to the Accounting Office to close the account. The account is removed from the active billing list and will no longer be billed.

ACKNOWLEDGMENT

No cleanup oversight will be performed until the responsible party of the property acknowledges in writing that he/she agrees to reimburse the State for appropriate cleanup oversight costs. You may wish to consult an attorney in this matter. As soon as the letter is received, the account will be added to the active SLIC Cost Recovery billing list and oversight work will begin. The responsible party risks being out of compliance with the Cleanup and Abatement Order unless acknowledgment is received in a timely fashion.

REGIONAL BOARD DISPUTE RESOLUTION

Based on the Regional Board's review and comment, the following section has been added as a San Francisco Bay Region (Region 2) attachment to the "Reimbursement Process for Regulatory Oversight" enclosure.

The Regional Board staff proposes to provide each responsible party (upon request) with daily logs of actual oversight work done and supporting accounting information for the responsible party's site. If, upon the receipt of the billing statement, the responsible party disputes the amount due, the responsible party may follow the dispute resolution procedure described below. If the responsible party follows the procedure, the Regional Board will not initiate, except as noted, enforcement action for failure to reimburse the Board. During this procedure, the responsible party is encouraged to confer with Regional Board staff at any time to discuss the areas in question and attempt to resolve the dispute.

1. The responsible party must notify the Regional Board in writing within 30 calendar days of receipt of the billing statement to indicate that it disputes the billing statement and requests a meeting with the Regional Board Assistant Executive Officer. This notification must indicate the specific areas of dispute and provide all appropriate support documentation. Upon completion of the meeting, the Assistant Executive Officer will provide a recommendation to the Regional Board Executive Officer on the dispute and recommend an amount due, based on documentation provided by both the responsible party and the Board staff at the meeting. The Executive Officer will submit a written decision and resultant amount due to the responsible party and specify the new due date by which the resultant amount due must be paid to avoid enforcement action. This due date will be not less than ten working days from the date of the Executive Officer's written decision.

2. If, upon receipt of the Executive Officer's written decision, the responsible party still disputes the amount due and so notifies the Executive Officer by the new due date, the Executive Officer will schedule an appeal hearing of the decision before the Regional Board at the next appropriate monthly meeting. The Executive Officer may also consider recommending that the Board take enforcement action for the responsible party's failure to pay the resultant amount due by the new due date if the Board finds the responsible party's appeal without basis. Any amount due and not appealed to the Board will be considered a violation of the Board's order.

Loretta K. Barsamian
Executive Officer
Regional Water Quality Control Board
San Francisco Bay Region
1515 Clay Street, Suite 1400
Oakland, CA 94612

ATTN: John West

Dear Ms. Barsamian:

I am in receipt of your letter dated _____ concerning cost reimbursement for Regional Board staff costs involved with oversight of the investigation and cleanup efforts at the property located at the Hanson Permanente Cement Company Inc. Facility, Santa Clara County, California.

I, _____ acknowledge that I have received and read a copy of the *Reimbursement Process for Regulatory Oversight*, and that I understand the reimbursement process and billing procedures as explained in the letter. Our company acknowledges and agrees to participate in the cost recovery program and pay all subsequent billings in accordance with the terms in your letter and its attachments. I also understand that signing this form does not constitute any admission of liability, but rather only an intent to pay for costs associated with oversight. Billings for payment of oversight costs should be mailed to the following individual and address:

BILLING CONTACT _____

BILLING ADDRESS _____

Date: _____

Signature: _____

**SPILLS, LEAKS, INVESTIGATIONS, AND LEAKS (SLIC) PROGRAM
COST RECOVERY FOR REGULATORY OVERSIGHT CLEANUPS
MONTHLY SALARY SCALE BY JOB CLASSIFICATION**

<u>CLASSIFICATION</u>	<u>ABBR.</u>	<u>SALARY SCALE</u> (Includes Benefits)
Student Assistant	SA	1,914 - 2,898
Office Assistant	OA	2,083 - 2,779
Office Technician	OT	2,649 - 3,221
Environmental Specialist I	ESI	3,120 - 3,747
Environmental Specialist II	ESII	3,791 - 4,567
Sanitary Engineering Technician	SET	3,459 - 4,832
Water Resources Control Engineer	WRCE	3,728 - 5,184
Engineering Geologist	EG	3,728 - 5,184
Associate Governmental Program Analyst	AGPA	4,459 - 5,382
Environmental Specialist III	ESIII	4,567 - 5,515
Sanitary Engineering Associate	SEA	4,789 - 5,820
Associate Water Resources Control Engineer	AWRCE	5,030 - 6,110
Associate Engineering Geologist	AEG	5,030 - 6,113
Environmental Specialist IV	ESIV	5,258 - 6,348
Senior Water Resources Control Engineer	SWRCE	5,790 - 7,037
Senior Engineering Geologist	SEG	5,790 - 7,037
Supervising Water Resources Control Eng.	SUWRCE	6,354 - 7,752

SUMMARY OF COSTS

Overhead costs = 80%* times salary and benefits

Administrative costs = State Board: 15%* times salary and benefits
Regional Board: 10%* times salary and benefits

Example: Associate Water Resources Control Engineer

Salary:	\$ 5,030
Overhead:	4,024
Admin: State Board:	754
Regional Board:	<u>503</u>
Total Cost per month:	\$10,311

Divided by 176 hours per month equals per hour: \$ 58.58

* These are averages. May vary a few percent between billing periods.

Note: Due to the various classifications that expend SLIC resources, an average of \$70.00 per hour can be used for projection purposes. The name and classification of employees performing oversight work on your site will be listed on the invoices.

Attachment 2