

**TEHACHAPI -CUMMINGS COUNTY WATER DISTRICT
PAY SCHEDULE FOR AUTHORIZED POSITIONS**

Non-exempt:	Range ¹
Bookkeeper.....	76
Controls and Emissions Technician.....	80 ²
Heavy Duty Mechanic.....	87
Heavy Equipment Operator	90
Lead Mechanic.....	110 ³
Operations Assistant.....	25 ⁴
Pipeline Foreman	100
Pipeline Maintenance I.....	76
Pipeline Maintenance II	87
Secretary /Receptionist.....	58

Additional Compensation:

On-Call Duty	\$200.00/week or \$28.57/day ⁵
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Hourly:

Temporary Hourly Employee (entry level)...	14 ⁶
Temporary Hourly Employee (re-hire)	Same range as last employed by district
Temporary Replacement Rate.....	Up to the rate of employee replaced

Exempt:

General Manager.....	GM
Operations Manager	141
Business Manager.....	141
Office Manager /Board Secretary.....	140
Pipeline Superintendent	134
Pumping Systems Supervisor	134 ⁷

Revised 02/21/18

[1] See Attachment 1 for the monthly salary of each step within each pay range. From time to time, the Board may amend the pay schedule by minute order or resolution.

[2] Deletion of "Controls and Emissions Specialist" position and Addition of "Controls and Emissions Technician" position at Salary Range 80. Authorized 02/21/18

[3] Adjustment of Salary Range for "Lead Mechanic" position from Range 105 to Range 110. Authorized 02/21/18

[4] Addition of "Operations Assistant" position at Salary Range 25. Authorized 02/21/18

[5] Addition of Daily "On-Call Duty" Rate as this increment is intermittently used with Supervisor's Authorization at Rate of \$28.57/day (1/7 of weekly rate). Authorized 02/21/18

[6] Adjustment of Salary Range for "Temporary Hourly Employee (entry level)" position from Range 1 to Range 14. This adjustment will set Rate at/above California Minimum Wage through 2021 (assuming COLA). Authorized 02/21/18

[7] Deletion of "Pump Plant Superintendent" position and Addition of "Pumping Systems Supervisor" position at Salary Range 134. Authorized 02/21/18

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

2.4% COLA

Pay Schedule (effective 7/10/17)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	11.27	11.83	12.42	13.04	13.69	1960	2058	2160	2268	2381
2	11.39	11.96	12.56	13.19	13.85	1981	2080	2185	2294	2409
3	11.51	12.09	12.69	13.32	13.99	2002	2103	2207	2317	2433
4	11.61	12.19	12.80	13.44	14.11	2019	2120	2226	2338	2454
5	11.72	12.31	12.93	13.58	14.26	2038	2141	2249	2362	2480
6	11.83	12.42	13.04	13.69	14.37	2058	2160	2268	2381	2499
7	11.96	12.56	13.19	13.85	14.54	2080	2185	2294	2409	2529
8	12.09	12.69	13.32	13.99	14.69	2103	2207	2317	2433	2555
9	12.22	12.83	13.47	14.14	14.85	2125	2231	2343	2459	2583
10	12.34	12.96	13.61	14.29	15.00	2146	2254	2367	2485	2609
11	12.46	13.08	13.73	14.42	15.14	2167	2275	2388	2508	2633
12	12.60	13.23	13.89	14.58	15.31	2191	2301	2416	2536	2663
13	12.71	13.35	14.02	14.72	15.46	2211	2322	2438	2560	2689
14	12.83	13.47	14.14	14.85	15.59	2231	2343	2459	2583	2712
15	12.95	13.60	14.28	14.99	15.74	2252	2365	2484	2607	2738
16	13.10	13.76	14.45	15.17	15.93	2278	2393	2513	2638	2771
17	13.22	13.88	14.57	15.30	16.07	2299	2414	2534	2661	2795
18	13.35	14.02	14.72	15.46	16.23	2322	2438	2560	2689	2823
19	13.49	14.16	14.87	15.61	16.39	2346	2463	2586	2715	2851
20	13.63	14.31	15.03	15.78	16.57	2371	2489	2614	2745	2882
21	13.76	14.45	15.17	15.93	16.73	2393	2513	2638	2771	2910
22	13.89	14.58	15.31	16.08	16.88	2416	2536	2663	2797	2936
23	14.03	14.73	15.47	16.24	17.05	2440	2562	2691	2825	2965
24	14.17	14.88	15.62	16.40	17.22	2465	2588	2717	2852	2995
25	14.32	15.04	15.79	16.58	17.41	2491	2616	2746	2884	3028
26	14.46	15.18	15.94	16.74	17.58	2515	2640	2772	2912	3058
27	14.60	15.33	16.10	16.91	17.76	2539	2666	2800	2941	3089
28	14.76	15.50	16.28	17.09	17.94	2567	2696	2832	2972	3120
29	14.89	15.63	16.41	17.23	18.09	2590	2718	2854	2997	3146
30	15.04	15.79	16.58	17.41	18.28	2616	2746	2884	3028	3179
31	15.21	15.97	16.77	17.61	18.49	2645	2778	2917	3063	3216
32	15.34	16.11	16.92	17.77	18.66	2668	2802	2943	3091	3245
33	15.49	16.26	17.07	17.92	18.82	2694	2828	2969	3117	3273
34	15.66	16.44	17.26	18.12	19.03	2724	2859	3002	3152	3310
35	15.81	16.60	17.43	18.30	19.22	2750	2887	3032	3183	3343
36	15.96	16.76	17.60	18.48	19.40	2776	2915	3061	3214	3374
37	16.13	16.94	17.79	18.68	19.61	2805	2946	3094	3249	3411

38	16.29	17.10	17.96	18.86	19.80	2833	2974	3124	3280	3444
39	16.45	17.27	18.13	19.04	19.99	2861	3004	3153	3312	3477
40	16.61	17.44	18.31	19.23	20.19	2889	3033	3185	3345	3512
41	16.78	17.62	18.50	19.43	20.40	2918	3065	3218	3379	3548
42	16.95	17.80	18.69	19.62	20.60	2948	3096	3251	3412	3583
43	17.12	17.98	18.88	19.82	20.81	2978	3127	3284	3447	3619
44	17.30	18.17	19.08	20.03	21.03	3009	3160	3319	3484	3658
45	17.46	18.33	19.25	20.21	21.22	3037	3188	3348	3515	3691
46	17.62	18.50	19.43	20.40	21.42	3065	3218	3379	3548	3726
47	17.81	18.70	19.64	20.62	21.65	3098	3252	3416	3586	3766
48	17.99	18.89	19.83	20.82	21.86	3129	3285	3449	3621	3802
49	18.17	19.08	20.03	21.03	22.08	3160	3319	3484	3658	3840
50	18.35	19.27	20.23	21.24	22.30	3192	3352	3519	3694	3879
51	18.53	19.46	20.43	21.45	22.52	3223	3385	3553	3731	3917
52	18.71	19.65	20.63	21.66	22.74	3254	3418	3588	3767	3955
53	18.89	19.83	20.82	21.86	22.95	3285	3449	3621	3802	3992
54	19.09	20.04	21.04	22.09	23.19	3320	3485	3659	3842	4033
55	19.28	20.24	21.25	22.31	23.43	3353	3520	3696	3880	4075
56	19.49	20.46	21.48	22.55	23.68	3390	3559	3736	3922	4119
57	19.67	20.65	21.68	22.76	23.90	3421	3592	3771	3959	4157
58	19.86	20.85	21.89	22.98	24.13	3454	3626	3807	3997	4197
59	20.06	21.06	22.11	23.22	24.38	3489	3663	3846	4039	4240
60	20.26	21.27	22.33	23.45	24.62	3524	3699	3884	4079	4282
61	20.47	21.49	22.56	23.69	24.87	3560	3738	3924	4120	4326
62	20.67	21.70	22.79	23.93	25.13	3595	3774	3964	4162	4371
63	20.87	21.91	23.01	24.16	25.37	3630	3811	4002	4202	4413
64	21.09	22.14	23.25	24.41	25.63	3668	3851	4044	4246	4458
65	21.31	22.38	23.50	24.68	25.91	3706	3892	4087	4293	4506
66	21.52	22.60	23.73	24.92	26.17	3743	3931	4127	4334	4552
67	21.73	22.82	23.96	25.16	26.42	3779	3969	4167	4376	4595
68	21.93	23.03	24.18	25.39	26.66	3814	4006	4206	4416	4637
69	22.16	23.27	24.43	25.65	26.93	3854	4047	4249	4461	4684
70	22.38	23.50	24.68	25.91	27.21	3892	4087	4293	4506	4733
71	22.61	23.74	24.93	26.18	27.49	3932	4129	4336	4553	4781
72	22.84	23.98	25.18	26.44	27.76	3972	4171	4379	4599	4828
73	23.05	24.20	25.41	26.68	28.01	4009	4209	4419	4640	4872
74	23.30	24.47	25.69	26.97	28.32	4052	4256	4468	4691	4926
75	23.53	24.71	25.95	27.25	28.61	4092	4298	4513	4740	4976
76	23.77	24.96	26.21	27.52	28.90	4134	4341	4559	4786	5026
77	23.99	25.19	26.45	27.77	29.16	4173	4381	4600	4830	5072
78	24.24	25.45	26.72	28.06	29.46	4216	4426	4647	4880	5124
79	24.47	25.69	26.97	28.32	29.74	4256	4468	4691	4926	5173
80	24.72	25.96	27.26	28.62	30.05	4299	4515	4741	4978	5226

81	24.97	26.22	27.53	28.91	30.36	4343	4560	4788	5028	5280
82	25.20	26.46	27.78	29.17	30.63	4383	4602	4832	5073	5327
83	25.47	26.74	28.08	29.48	30.95	4430	4651	4884	5127	5383
84	25.72	27.01	28.36	29.78	31.27	4473	4698	4933	5180	5439
85	25.99	27.29	28.65	30.08	31.58	4520	4746	4983	5232	5493
86	26.23	27.54	28.92	30.37	31.89	4562	4790	5030	5282	5547
87	26.51	27.84	29.23	30.69	32.22	4611	4842	5084	5338	5604
88	26.78	28.12	29.53	31.01	32.56	4658	4891	5136	5393	5663
89	27.04	28.39	29.81	31.30	32.87	4703	4938	5185	5444	5717
90	27.30	28.67	30.10	31.61	33.19	4748	4986	5235	5498	5773
91	27.59	28.97	30.42	31.94	33.54	4799	5039	5291	5555	5834
92	27.86	29.25	30.71	32.25	33.86	4846	5087	5341	5609	5889
93	28.14	29.55	31.03	32.58	34.21	4894	5140	5397	5667	5950
94	28.41	29.83	31.32	32.89	34.53	4941	5188	5447	5720	6006
95	28.70	30.14	31.65	33.23	34.89	4992	5242	5505	5780	6068
96	28.98	30.43	31.95	33.55	35.23	5040	5293	5557	5835	6127
97	29.28	30.74	32.28	33.89	35.58	5093	5347	5614	5894	6188
98	29.57	31.05	32.60	34.23	35.94	5143	5400	5670	5954	6251
99	29.87	31.36	32.93	34.58	36.31	5195	5454	5727	6014	6315
100	30.16	31.67	33.25	34.91	36.66	5246	5508	5783	6072	6376
101	30.45	31.97	33.57	35.25	37.01	5296	5560	5839	6131	6437
102	30.77	32.31	33.93	35.63	37.41	5352	5620	5901	6197	6507
103	31.07	32.62	34.25	35.96	37.76	5404	5673	5957	6254	6567
104	31.39	32.96	34.61	36.34	38.16	5460	5733	6020	6320	6637
105	31.70	33.29	34.95	36.70	38.54	5513	5790	6079	6383	6703
106	32.02	33.62	35.30	37.07	38.92	5569	5847	6140	6447	6769
107	32.34	33.96	35.66	37.44	39.31	5625	5907	6202	6512	6837
108	32.66	34.29	36.00	37.80	39.69	5680	5964	6261	6574	6903
109	32.99	34.64	36.37	38.19	40.10	5738	6025	6326	6642	6974
110	33.32	34.99	36.74	38.58	40.51	5795	6086	6390	6710	7046
111	33.65	35.33	37.10	38.96	40.91	5853	6145	6453	6776	7115
112	34.01	35.71	37.50	39.38	41.35	5915	6211	6522	6849	7192
113	34.32	36.04	37.84	39.73	41.72	5969	6268	6581	6910	7256
114	34.67	36.40	38.22	40.13	42.14	6030	6331	6647	6980	7329
115	35.03	36.78	38.62	40.55	42.58	6093	6397	6717	7053	7406
116	35.37	37.14	39.00	40.95	43.00	6152	6460	6783	7122	7479
117	35.72	37.51	39.39	41.36	43.43	6213	6524	6851	7194	7554
118	36.10	37.91	39.81	41.80	43.89	6279	6594	6924	7270	7634
119	36.43	38.25	40.16	42.17	44.28	6336	6653	6985	7334	7701
120	36.80	38.64	40.57	42.60	44.73	6401	6721	7056	7409	7780
121	37.18	39.04	40.99	43.04	45.19	6467	6790	7129	7486	7860
122	37.54	39.42	41.39	43.46	45.63	6529	6856	7199	7559	7936
123	37.91	39.81	41.80	43.89	46.08	6594	6924	7270	7634	8015
124	38.31	40.23	42.24	44.35	46.57	6663	6997	7347	7714	8100

125	38.69	40.62	42.65	44.78	47.02	6729	7065	7418	7788	8178
126	39.06	41.01	43.06	45.21	47.47	6794	7133	7489	7863	8256
127	39.46	41.43	43.50	45.68	47.96	6863	7206	7566	7945	8342
128	39.86	41.85	43.94	46.14	48.45	6933	7279	7642	8025	8427
129	40.25	42.26	44.37	46.59	48.92	7001	7350	7717	8103	8508
130	40.65	42.68	44.81	47.05	49.40	7070	7423	7794	8183	8592
131	41.06	43.11	45.27	47.53	49.91	7141	7498	7874	8267	8681
132	41.47	43.54	45.72	48.01	50.41	7213	7573	7952	8350	8768
133	41.89	43.98	46.18	48.49	50.91	7286	7649	8032	8434	8855
134	42.29	44.40	46.62	48.95	51.40	7355	7722	8108	8514	8940
135	42.73	44.87	47.11	49.47	51.94	7432	7804	8194	8604	9034
136	43.16	45.32	47.59	49.97	52.47	7507	7882	8277	8691	9126
137	43.60	45.78	48.07	50.47	52.99	7583	7962	8361	8778	9216
138	44.03	46.23	48.54	50.97	53.52	7658	8041	8442	8865	9309
139	44.46	46.68	49.01	51.46	54.03	7733	8119	8524	8950	9397
140	44.90	47.15	49.51	51.99	54.59	7809	8201	8611	9042	9495
141	45.35	47.62	50.00	52.50	55.13	7888	8282	8696	9131	9589
142	45.81	48.10	50.51	53.04	55.69	7968	8366	8785	9225	9686
143	46.27	48.58	51.01	53.56	56.24	8048	8449	8872	9316	9782
144	46.74	49.08	51.53	54.11	56.82	8129	8536	8962	9411	9883
145	47.21	49.57	52.05	54.65	57.38	8211	8622	9053	9505	9980
146	47.67	50.05	52.55	55.18	57.94	8291	8705	9140	9597	10077
147	48.15	50.56	53.09	55.74	58.53	8375	8794	9234	9695	10180
148	48.63	51.06	53.61	56.29	59.10	8458	8881	9324	9790	10279
149	49.11	51.57	54.15	56.86	59.70	8542	8969	9418	9889	10383
150	49.60	52.08	54.68	57.41	60.28	8627	9058	9510	9985	10484
151	50.10	52.61	55.24	58.00	60.90	8714	9150	9608	10088	10592
152	50.60	53.13	55.79	58.58	61.51	8801	9241	9703	10189	10698
153	51.12	53.68	56.36	59.18	62.14	8891	9336	9803	10293	10808
154	51.62	54.20	56.91	59.76	62.75	8978	9427	9898	10394	10914
155	52.13	54.74	57.48	60.35	63.37	9067	9521	9997	10496	11022
156	52.65	55.28	58.04	60.94	63.99	9157	9615	10095	10599	11130
157	53.18	55.84	58.63	61.56	64.64	9249	9712	10197	10707	11243
158	53.72	56.41	59.23	62.19	65.30	9343	9811	10302	10816	11357
159	54.25	56.96	59.81	62.80	65.94	9436	9907	10403	10923	11469

GM 63.79 11093

Note: Each range is 1% greater than the next lower range. Ex.: range 99 is 1% more than range 98.
Each step is 5% greater than the next lower step. Ex.: step C is 5% more than step B.
Exception = GM. Annual salary approved by Board of Directors under contract and hourly rate derived therefrom.