

TEHACHAPI -CUMMINGS COUNTY WATER DISTRICT
PAY SCHEDULE FOR AUTHORIZED POSITIONS

Range¹

Non-exempt:

Accounting Assistant.....	81
Administrative Assistant.....	58
Controls and Emissions Technician.....	80
Executive Assistant/Board Secretary.....	124
Heavy Duty Mechanic.....	87
Heavy Equipment Operator	90
Lead Mechanic.....	110
Operations Assistant.....	25
Pipeline Foreman	100
Pipeline Maintenance I.....	76
Pipeline Maintenance II	87

Additional Compensation:

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

Hourly:

Temporary Hourly Employee (entry level)	14
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
Pipeline Superintendent	134
Pumping Systems Supervisor	134

Revised 06/15/18

[I] 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.

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

2.7% COLA

Pay Schedule (effective 7/17/18)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	11.57	12.15	12.76	13.40	14.07	2012	2113	2219	2331	2447
2	11.70	12.29	12.90	13.55	14.23	2035	2138	2244	2357	2475
3	11.82	12.41	13.03	13.68	14.36	2056	2158	2266	2379	2498
4	11.92	12.52	13.15	13.81	14.50	2073	2178	2287	2402	2522
5	12.04	12.64	13.27	13.93	14.63	2094	2198	2308	2423	2545
6	12.15	12.76	13.40	14.07	14.77	2113	2219	2331	2447	2569
7	12.28	12.89	13.53	14.21	14.92	2136	2242	2353	2471	2595
8	12.42	13.04	13.69	14.37	15.09	2160	2268	2381	2499	2625
9	12.55	13.18	13.84	14.53	15.26	2183	2292	2407	2527	2654
10	12.67	13.30	13.97	14.67	15.40	2204	2313	2430	2552	2678
11	12.80	13.44	14.11	14.82	15.56	2226	2338	2454	2578	2706
12	12.94	13.59	14.27	14.98	15.73	2251	2364	2482	2605	2736
13	13.05	13.70	14.39	15.11	15.87	2270	2383	2503	2628	2760
14	13.18	13.84	14.53	15.26	16.02	2292	2407	2527	2654	2786
15	13.30	13.97	14.67	15.40	16.17	2313	2430	2552	2678	2812
16	13.45	14.12	14.83	15.57	16.35	2339	2456	2579	2708	2844
17	13.58	14.26	14.97	15.72	16.51	2362	2480	2604	2734	2872
18	13.71	14.40	15.12	15.88	16.67	2385	2505	2630	2762	2899
19	13.85	14.54	15.27	16.03	16.83	2409	2529	2656	2788	2927
20	14.00	14.70	15.44	16.21	17.02	2435	2557	2685	2819	2960
21	14.13	14.84	15.58	16.36	17.18	2458	2581	2710	2845	2988
22	14.27	14.98	15.73	16.52	17.35	2482	2605	2736	2873	3018
23	14.41	15.13	15.89	16.68	17.51	2506	2632	2764	2901	3045
24	14.55	15.28	16.04	16.84	17.68	2531	2658	2790	2929	3075
25	14.71	15.45	16.22	17.03	17.88	2558	2687	2821	2962	3110
26	14.85	15.59	16.37	17.19	18.05	2583	2712	2847	2990	3139
27	14.99	15.74	16.53	17.36	18.23	2607	2738	2875	3019	3171
28	15.16	15.92	16.72	17.56	18.44	2637	2769	2908	3054	3207
29	15.29	16.05	16.85	17.69	18.57	2659	2792	2931	3077	3230
30	15.45	16.22	17.03	17.88	18.77	2687	2821	2962	3110	3265
31	15.62	16.40	17.22	18.08	18.98	2717	2852	2995	3145	3301
32	15.75	16.54	17.37	18.24	19.15	2739	2877	3021	3172	3331
33	15.91	16.71	17.55	18.43	19.35	2767	2906	3052	3205	3365
34	16.08	16.88	17.72	18.61	19.54	2797	2936	3082	3237	3399
35	16.24	17.05	17.90	18.80	19.74	2825	2965	3113	3270	3433
36	16.39	17.21	18.07	18.97	19.92	2851	2993	3143	3299	3465
37	16.57	17.40	18.27	19.18	20.14	2882	3026	3178	3336	3503
38	16.73	17.57	18.45	19.37	20.34	2910	3056	3209	3369	3538
39	16.89	17.73	18.62	19.55	20.53	2938	3084	3239	3400	3571
40	17.06	17.91	18.81	19.75	20.74	2967	3115	3272	3435	3607
41	17.23	18.09	18.99	19.94	20.94	2997	3146	3303	3468	3642
42	17.41	18.28	19.19	20.15	21.16	3028	3179	3338	3505	3680

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

2.7% COLA

Pay Schedule (effective 7/17/18)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
43	17.58	18.46	19.38	20.35	21.37	3058	3211	3371	3539	3717
44	17.77	18.66	19.59	20.57	21.60	3091	3245	3407	3578	3757
45	17.93	18.83	19.77	20.76	21.80	3119	3275	3439	3611	3792
46	18.10	19.01	19.96	20.96	22.01	3148	3306	3472	3646	3828
47	18.29	19.20	20.16	21.17	22.23	3181	3339	3506	3682	3866
48	18.48	19.40	20.37	21.39	22.46	3214	3374	3543	3720	3906
49	18.66	19.59	20.57	21.60	22.68	3245	3407	3578	3757	3945
50	18.85	19.79	20.78	21.82	22.91	3279	3442	3614	3795	3985
51	19.03	19.98	20.98	22.03	23.13	3310	3475	3649	3832	4023
52	19.22	20.18	21.19	22.25	23.36	3343	3510	3686	3870	4063
53	19.40	20.37	21.39	22.46	23.58	3374	3543	3720	3906	4101
54	19.61	20.59	21.62	22.70	23.84	3411	3581	3760	3948	4146
55	19.80	20.79	21.83	22.92	24.07	3444	3616	3797	3986	4186
56	20.02	21.02	22.07	23.17	24.33	3482	3656	3839	4030	4232
57	20.20	21.21	22.27	23.38	24.55	3513	3689	3873	4066	4270
58	20.40	21.42	22.49	23.61	24.79	3548	3726	3912	4106	4312
59	20.60	21.63	22.71	23.85	25.04	3583	3762	3950	4148	4355
60	20.81	21.85	22.94	24.09	25.29	3619	3800	3990	4190	4399
61	21.02	22.07	23.17	24.33	25.55	3656	3839	4030	4232	4444
62	21.23	22.29	23.40	24.57	25.80	3692	3877	4070	4273	4487
63	21.43	22.50	23.63	24.81	26.05	3727	3913	4110	4315	4531
64	21.66	22.74	23.88	25.07	26.32	3767	3955	4153	4360	4578
65	21.89	22.98	24.13	25.34	26.61	3807	3997	4197	4407	4628
66	22.10	23.21	24.37	25.59	26.87	3844	4037	4239	4451	4673
67	22.32	23.44	24.61	25.84	27.13	3882	4077	4280	4494	4719
68	22.52	23.65	24.83	26.07	27.37	3917	4113	4319	4534	4760
69	22.76	23.90	25.10	26.36	27.68	3959	4157	4366	4585	4814
70	22.98	24.13	25.34	26.61	27.94	3997	4197	4407	4628	4860
71	23.22	24.38	25.60	26.88	28.22	4039	4240	4453	4675	4908
72	23.46	24.63	25.86	27.15	28.51	4080	4284	4498	4722	4959
73	23.67	24.85	26.09	27.39	28.76	4117	4322	4538	4764	5002
74	23.93	25.13	26.39	27.71	29.10	4162	4371	4590	4820	5061
75	24.17	25.38	26.65	27.98	29.38	4204	4414	4635	4866	5110
76	24.41	25.63	26.91	28.26	29.67	4246	4458	4680	4915	5160
77	24.64	25.87	27.16	28.52	29.95	4286	4499	4724	4960	5209
78	24.89	26.13	27.44	28.81	30.25	4329	4545	4773	5011	5261
79	25.13	26.39	27.71	29.10	30.56	4371	4590	4820	5061	5315
80	25.39	26.66	27.99	29.39	30.86	4416	4637	4868	5112	5367
81	25.64	26.92	28.27	29.68	31.16	4459	4682	4917	5162	5420
82	25.88	27.17	28.53	29.96	31.46	4501	4726	4962	5211	5472
83	26.16	27.47	28.84	30.28	31.79	4550	4778	5016	5266	5529
84	26.41	27.73	29.12	30.58	32.11	4593	4823	5065	5319	5585

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

2.7% COLA

Pay Schedule (effective 7/17/18)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
85	26.69	28.02	29.42	30.89	32.43	4642	4873	5117	5373	5640
86	26.94	28.29	29.70	31.19	32.75	4686	4920	5166	5425	5696
87	27.23	28.59	30.02	31.52	33.10	4736	4973	5221	5482	5757
88	27.50	28.88	30.32	31.84	33.43	4783	5023	5273	5538	5814
89	27.77	29.16	30.62	32.15	33.76	4830	5072	5326	5592	5872
90	28.04	29.44	30.91	32.46	34.08	4877	5120	5376	5646	5927
91	28.33	29.75	31.24	32.80	34.44	4927	5174	5433	5705	5990
92	28.61	30.04	31.54	33.12	34.78	4976	5225	5486	5760	6049
93	28.90	30.35	31.87	33.46	35.13	5026	5279	5543	5820	6110
94	29.18	30.64	32.17	33.78	35.47	5075	5329	5595	5875	6169
95	29.47	30.94	32.49	34.11	35.82	5126	5381	5651	5933	6230
96	29.76	31.25	32.81	34.45	36.17	5176	5435	5707	5992	6291
97	30.07	31.57	33.15	34.81	36.55	5230	5491	5766	6054	6357
98	30.37	31.89	33.48	35.15	36.91	5282	5547	5823	6114	6420
99	30.68	32.21	33.82	35.51	37.29	5336	5602	5882	6176	6486
100	30.97	32.52	34.15	35.86	37.65	5387	5656	5940	6237	6548
101	31.27	32.83	34.47	36.19	38.00	5439	5710	5995	6294	6609
102	31.60	33.18	34.84	36.58	38.41	5496	5771	6060	6362	6681
103	31.91	33.51	35.19	36.95	38.80	5550	5828	6120	6427	6748
104	32.24	33.85	35.54	37.32	39.19	5607	5887	6181	6491	6816
105	32.56	34.19	35.90	37.70	39.59	5663	5947	6244	6557	6886
106	32.88	34.52	36.25	38.06	39.96	5719	6004	6305	6620	6950
107	33.21	34.87	36.61	38.44	40.36	5776	6065	6367	6686	7020
108	33.54	35.22	36.98	38.83	40.77	5834	6126	6432	6754	7091
109	33.88	35.57	37.35	39.22	41.18	5893	6187	6496	6821	7162
110	34.22	35.93	37.73	39.62	41.60	5952	6249	6562	6891	7235
111	34.56	36.29	38.10	40.01	42.01	6011	6312	6627	6959	7307
112	34.93	36.68	38.51	40.44	42.46	6075	6380	6698	7034	7385
113	35.25	37.01	38.86	40.80	42.84	6131	6437	6759	7096	7451
114	35.61	37.39	39.26	41.22	43.28	6194	6503	6828	7169	7528
115	35.98	37.78	39.67	41.65	43.73	6258	6571	6900	7244	7606
116	36.32	38.14	40.05	42.05	44.15	6317	6634	6966	7314	7679
117	36.68	38.51	40.44	42.46	44.58	6380	6698	7034	7385	7754
118	37.07	38.92	40.87	42.91	45.06	6447	6769	7108	7463	7837
119	37.41	39.28	41.24	43.30	45.47	6507	6832	7173	7531	7908
120	37.79	39.68	41.66	43.74	45.93	6573	6901	7246	7608	7988
121	38.18	40.09	42.09	44.19	46.40	6641	6973	7321	7686	8070
122	38.55	40.48	42.50	44.63	46.86	6705	7041	7392	7762	8150
123	38.93	40.88	42.92	45.07	47.32	6771	7110	7465	7839	8230
124	39.34	41.31	43.38	45.55	47.83	6842	7185	7545	7922	8319
125	39.73	41.72	43.81	46.00	48.30	6910	7256	7620	8001	8401
126	40.11	42.12	44.23	46.44	48.76	6976	7326	7693	8077	8481

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

2.7% COLA

Pay Schedule (effective 7/17/18)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
127	40.53	42.56	44.69	46.92	49.27	7049	7402	7773	8161	8569
128	40.94	42.99	45.14	47.40	49.77	7121	7477	7851	8244	8656
129	41.34	43.41	45.58	47.86	50.25	7190	7550	7928	8324	8740
130	41.75	43.84	46.03	48.33	50.75	7261	7625	8006	8406	8827
131	42.17	44.28	46.49	48.81	51.25	7334	7701	8086	8489	8914
132	42.59	44.72	46.96	49.31	51.78	7408	7778	8168	8576	9006
133	43.02	45.17	47.43	49.80	52.29	7482	7856	8249	8662	9095
134	43.43	45.60	47.88	50.27	52.78	7554	7931	8328	8743	9180
135	43.88	46.07	48.37	50.79	53.33	7632	8013	8413	8834	9276
136	44.33	46.55	48.88	51.32	53.89	7710	8096	8502	8926	9373
137	44.78	47.02	49.37	51.84	54.43	7788	8178	8587	9016	9467
138	45.22	47.48	49.85	52.34	54.96	7865	8258	8670	9103	9559
139	45.66	47.94	50.34	52.86	55.50	7941	8338	8755	9194	9653
140	46.11	48.42	50.84	53.38	56.05	8020	8422	8842	9284	9749
141	46.57	48.90	51.35	53.92	56.62	8100	8505	8931	9378	9848
142	47.05	49.40	51.87	54.46	57.18	8183	8592	9022	9472	9945
143	47.52	49.90	52.40	55.02	57.77	8265	8679	9114	9569	10048
144	48.00	50.40	52.92	55.57	58.35	8348	8766	9204	9665	10149
145	48.48	50.90	53.45	56.12	58.93	8432	8853	9296	9761	10249
146	48.96	51.41	53.98	56.68	59.51	8515	8942	9389	9858	10350
147	49.45	51.92	54.52	57.25	60.11	8601	9030	9482	9957	10455
148	49.94	52.44	55.06	57.81	60.70	8686	9121	9576	10055	10557
149	50.44	52.96	55.61	58.39	61.31	8773	9211	9672	10156	10663
150	50.94	53.49	56.16	58.97	61.92	8860	9303	9768	10256	10770
151	51.45	54.02	56.72	59.56	62.54	8949	9396	9865	10359	10877
152	51.97	54.57	57.30	60.17	63.18	9039	9491	9966	10465	10989
153	52.50	55.13	57.89	60.78	63.82	9131	9589	10069	10571	11100
154	53.01	55.66	58.44	61.36	64.43	9220	9681	10164	10672	11206
155	53.54	56.22	59.03	61.98	65.08	9312	9778	10267	10780	11319
156	54.07	56.77	59.61	62.59	65.72	9404	9874	10368	10886	11430
157	54.62	57.35	60.22	63.23	66.39	9500	9975	10474	10997	11547
158	55.17	57.93	60.83	63.87	67.06	9596	10076	10580	11109	11664
159	55.71	58.50	61.43	64.50	67.73	9689	10175	10684	11218	11780
GM	65.51					11394				

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.