

TEHACHAPI -CUMMINGS COUNTY WATER DISTRICT  
SALARY SCHEDULE FOR AUTHORIZED POSITIONS

Range<sup>1</sup>

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
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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 Supervisor.....	134
Pumping Systems Supervisor.....	134

Revised 06/19/19

[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.



**SALARY SCHEDULE - 2019**  
**EFFECTIVE JULY 8, 2019**

REV: 02  
2.6% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	11.87	12.46	13.08	13.73	14.42	2057	2160	2267	2380	2499
2	12.00	12.60	13.23	13.89	14.58	2080	2184	2293	2408	2527
3	12.13	12.74	13.38	14.05	14.75	2103	2208	2319	2435	2557
4	12.23	12.84	13.48	14.15	14.86	2120	2226	2337	2453	2576
5	12.35	12.97	13.62	14.30	15.02	2141	2248	2361	2479	2603
6	12.47	13.09	13.74	14.43	15.15	2161	2269	2382	2501	2626
7	12.60	13.23	13.89	14.58	15.31	2184	2293	2408	2527	2654
8	12.74	13.38	14.05	14.75	15.49	2208	2319	2435	2557	2685
9	12.88	13.52	14.20	14.91	15.66	2233	2343	2461	2584	2714
10	13.00	13.65	14.33	15.05	15.80	2253	2366	2484	2609	2739
11	13.13	13.79	14.48	15.20	15.96	2276	2390	2510	2635	2766
12	13.28	13.94	14.64	15.37	16.14	2302	2416	2538	2664	2798
13	13.39	14.06	14.76	15.50	16.28	2321	2437	2558	2687	2822
14	13.52	14.20	14.91	15.66	16.44	2343	2461	2584	2714	2850
15	13.65	14.33	15.05	15.80	16.59	2366	2484	2609	2739	2876
16	13.80	14.49	15.21	15.97	16.77	2392	2512	2636	2768	2907
17	13.93	14.63	15.36	16.13	16.94	2415	2536	2662	2796	2936
18	14.07	14.77	15.51	16.29	17.10	2439	2560	2688	2824	2964
19	14.21	14.92	15.67	16.45	17.27	2463	2586	2716	2851	2993
20	14.36	15.08	15.83	16.62	17.45	2489	2614	2744	2881	3025
21	14.50	15.23	15.99	16.79	17.63	2513	2640	2772	2910	3056
22	14.64	15.37	16.14	16.95	17.80	2538	2664	2798	2938	3085
23	14.78	15.52	16.30	17.12	17.98	2562	2690	2825	2967	3117
24	14.93	15.68	16.46	17.28	18.14	2588	2718	2853	2995	3144
25	15.09	15.84	16.63	17.46	18.33	2616	2746	2883	3026	3177
26	15.24	16.00	16.80	17.64	18.52	2642	2773	2912	3058	3210
27	15.38	16.15	16.96	17.81	18.70	2666	2799	2940	3087	3241
28	15.55	16.33	17.15	18.01	18.91	2695	2831	2973	3122	3278
29	15.69	16.47	17.29	18.15	19.06	2720	2855	2997	3146	3304
30	15.85	16.64	17.47	18.34	19.26	2747	2884	3028	3179	3338
31	16.03	16.83	17.67	18.55	19.48	2779	2917	3063	3215	3377
32	16.16	16.97	17.82	18.71	19.65	2801	2941	3089	3243	3406
33	16.32	17.14	18.00	18.90	19.85	2829	2971	3120	3276	3441
34	16.50	17.33	18.20	19.11	20.07	2860	3004	3155	3312	3479
35	16.66	17.49	18.36	19.28	20.24	2888	3032	3182	3342	3508
36	16.82	17.66	18.54	19.47	20.44	2915	3061	3214	3375	3543
37	17.00	17.85	18.74	19.68	20.66	2947	3094	3248	3411	3581
38	17.16	18.02	18.92	19.87	20.86	2974	3123	3279	3444	3616

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
39	17.33	18.20	19.11	20.07	21.07	3004	3155	3312	3479	3652
40	17.50	18.38	19.30	20.27	21.28	3033	3186	3345	3513	3689
41	17.68	18.56	19.49	20.46	21.48	3065	3217	3378	3546	3723
42	17.86	18.75	19.69	20.67	21.70	3096	3250	3413	3583	3761
43	18.04	18.94	19.89	20.88	21.92	3127	3283	3448	3619	3799
44	18.23	19.14	20.10	21.11	22.17	3160	3318	3484	3659	3843
45	18.40	19.32	20.29	21.30	22.37	3189	3349	3517	3692	3877
46	18.57	19.50	20.48	21.50	22.58	3219	3380	3550	3727	3914
47	18.77	19.71	20.70	21.74	22.83	3253	3416	3588	3768	3957
48	18.96	19.91	20.91	21.96	23.06	3286	3451	3624	3806	3997
49	19.15	20.11	21.12	22.18	23.29	3319	3486	3661	3845	4037
50	19.34	20.31	21.33	22.40	23.52	3352	3520	3697	3883	4077
51	19.52	20.50	21.53	22.61	23.74	3383	3553	3732	3919	4115
52	19.72	20.71	21.75	22.84	23.98	3418	3590	3770	3959	4157
53	19.90	20.90	21.95	23.05	24.20	3449	3623	3805	3995	4195
54	20.12	21.13	22.19	23.30	24.47	3487	3663	3846	4039	4241
55	20.31	21.33	22.40	23.52	24.70	3520	3697	3883	4077	4281
56	20.54	21.57	22.65	23.78	24.97	3560	3739	3926	4122	4328
57	20.73	21.77	22.86	24.00	25.20	3593	3773	3962	4160	4368
58	20.93	21.98	23.08	24.23	25.44	3628	3810	4001	4200	4410
59	21.14	22.20	23.31	24.48	25.70	3664	3848	4040	4243	4455
60	21.35	22.42	23.54	24.72	25.96	3701	3886	4080	4285	4500
61	21.57	22.65	23.78	24.97	26.22	3739	3926	4122	4328	4545
62	21.78	22.87	24.01	25.21	26.47	3775	3964	4162	4370	4588
63	21.99	23.09	24.24	25.45	26.72	3812	4002	4202	4411	4631
64	22.22	23.33	24.50	25.73	27.02	3851	4044	4247	4460	4683
65	22.46	23.58	24.76	26.00	27.30	3893	4087	4292	4507	4732
66	22.67	23.80	24.99	26.24	27.55	3929	4125	4332	4548	4775
67	22.90	24.05	25.25	26.51	27.84	3969	4169	4377	4595	4826
68	23.11	24.27	25.48	26.75	28.09	4006	4207	4417	4637	4869
69	23.35	24.52	25.75	27.04	28.39	4047	4250	4463	4687	4921
70	23.58	24.76	26.00	27.30	28.67	4087	4292	4507	4732	4969
71	23.82	25.01	26.26	27.57	28.95	4129	4335	4552	4779	5018
72	24.07	25.27	26.53	27.86	29.25	4172	4380	4599	4829	5070
73	24.29	25.50	26.78	28.12	29.53	4210	4420	4642	4874	5119
74	24.55	25.78	27.07	28.42	29.84	4255	4469	4692	4926	5172
75	24.80	26.04	27.34	28.71	30.15	4299	4514	4739	4976	5226
76	25.04	26.29	27.60	28.98	30.43	4340	4557	4784	5023	5275
77	25.28	26.54	27.87	29.26	30.72	4382	4600	4831	5072	5325
78	25.54	26.82	28.16	29.57	31.05	4427	4649	4881	5125	5382
79	25.78	27.07	28.42	29.84	31.33	4469	4692	4926	5172	5431
80	26.05	27.35	28.72	30.16	31.67	4515	4741	4978	5228	5489
81	26.31	27.63	29.01	30.46	31.98	4560	4789	5028	5280	5543
82	26.55	27.88	29.27	30.73	32.27	4602	4833	5073	5327	5593
83	26.84	28.18	29.59	31.07	32.62	4652	4885	5129	5385	5654

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
84	27.10	28.46	29.88	31.37	32.94	4697	4933	5179	5437	5710
85	27.38	28.75	30.19	31.70	33.29	4746	4983	5233	5495	5770
86	27.64	29.02	30.47	31.99	33.59	4791	5030	5281	5545	5822
87	27.94	29.34	30.81	32.35	33.97	4843	5086	5340	5607	5888
88	28.22	29.63	31.11	32.67	34.30	4891	5136	5392	5663	5945
89	28.49	29.91	31.41	32.98	34.63	4938	5184	5444	5717	6003
90	28.77	30.21	31.72	33.31	34.98	4987	5236	5498	5774	6063
91	29.07	30.52	32.05	33.65	35.33	5039	5290	5555	5833	6124
92	29.35	30.82	32.36	33.98	35.68	5087	5342	5609	5890	6185
93	29.65	31.13	32.69	34.32	36.04	5139	5396	5666	5949	6247
94	29.94	31.44	33.01	34.66	36.39	5190	5450	5722	6008	6308
95	30.24	31.75	33.34	35.01	36.76	5242	5503	5779	6068	6372
96	30.53	32.06	33.66	35.34	37.11	5292	5557	5834	6126	6432
97	30.85	32.39	34.01	35.71	37.50	5347	5614	5895	6190	6500
98	31.16	32.72	34.36	36.08	37.88	5401	5671	5956	6254	6566
99	31.48	33.05	34.70	36.44	38.26	5457	5729	6015	6316	6632
100	31.78	33.37	35.04	36.79	38.63	5509	5784	6074	6377	6696
101	32.08	33.68	35.36	37.13	38.99	5561	5838	6129	6436	6758
102	32.42	34.04	35.74	37.53	39.41	5619	5900	6195	6505	6831
103	32.74	34.38	36.10	37.91	39.81	5675	5959	6257	6571	6900
104	33.08	34.73	36.47	38.29	40.20	5734	6020	6321	6637	6968
105	33.41	35.08	36.83	38.67	40.60	5791	6081	6384	6703	7037
106	33.73	35.42	37.19	39.05	41.00	5847	6139	6446	6769	7107
107	34.07	35.77	37.56	39.44	41.41	5905	6200	6510	6836	7178
108	34.41	36.13	37.94	39.84	41.83	5964	6263	6576	6906	7251
109	34.76	36.50	38.33	40.25	42.26	6025	6327	6644	6977	7325
110	35.11	36.87	38.71	40.65	42.68	6086	6391	6710	7046	7398
111	35.46	37.23	39.09	41.04	43.09	6146	6453	6776	7114	7469
112	35.84	37.63	39.51	41.49	43.56	6212	6523	6848	7192	7550
113	36.17	37.98	39.88	41.87	43.96	6269	6583	6913	7257	7620
114	36.54	38.37	40.29	42.30	44.42	6334	6651	6984	7332	7699
115	36.92	38.77	40.71	42.75	44.89	6399	6720	7056	7410	7781
116	37.26	39.12	41.08	43.13	45.29	6458	6781	7121	7476	7850
117	37.63	39.51	41.49	43.56	45.74	6523	6848	7192	7550	7928
118	38.03	39.93	41.93	44.03	46.23	6592	6921	7268	7632	8013
119	38.38	40.30	42.32	44.44	46.66	6653	6985	7335	7703	8088
120	38.77	40.71	42.75	44.89	47.13	6720	7056	7410	7781	8169
121	39.17	41.13	43.19	45.35	47.62	6789	7129	7486	7861	8254
122	39.55	41.53	43.61	45.79	48.08	6855	7199	7559	7937	8334
123	39.94	41.94	44.04	46.24	48.55	6923	7270	7634	8015	8415
124	40.36	42.38	44.50	46.73	49.07	6996	7346	7713	8100	8505
125	40.76	42.80	44.94	47.19	49.55	7065	7419	7790	8180	8589
126	41.15	43.21	45.37	47.64	50.02	7133	7490	7864	8258	8670
127	41.58	43.66	45.84	48.13	50.54	7207	7568	7946	8343	8760
128	42.00	44.10	46.31	48.63	51.06	7280	7644	8027	8429	8850

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
129	42.41	44.53	46.76	49.10	51.56	7351	7719	8105	8511	8937
130	42.84	44.98	47.23	49.59	52.07	7426	7797	8187	8596	9025
131	43.27	45.43	47.70	50.09	52.59	7500	7875	8268	8682	9116
132	43.70	45.89	48.18	50.59	53.12	7575	7954	8351	8769	9207
133	44.14	46.35	48.67	51.10	53.66	7651	8034	8436	8857	9301
134	44.56	46.79	49.13	51.59	54.17	7724	8110	8516	8942	9389
135	45.02	47.27	49.63	52.11	54.72	7803	8193	8603	9032	9485
136	45.48	47.75	50.14	52.65	55.28	7883	8277	8691	9126	9582
137	45.94	48.24	50.65	53.18	55.84	7963	8362	8779	9218	9679
138	46.40	48.72	51.16	53.72	56.41	8043	8445	8868	9311	9778
139	46.85	49.19	51.65	54.23	56.94	8121	8526	8953	9400	9870
140	47.31	49.68	52.16	54.77	57.51	8200	8611	9041	9493	9968
141	47.78	50.17	52.68	55.31	58.08	8282	8696	9131	9587	10067
142	48.27	50.68	53.21	55.87	58.66	8367	8785	9223	9684	10168
143	48.76	51.20	53.76	56.45	59.27	8452	8875	9318	9785	10273
144	49.25	51.71	54.30	57.02	59.87	8537	8963	9412	9883	10377
145	49.74	52.23	54.84	57.58	60.46	8622	9053	9506	9981	10480
146	50.23	52.74	55.38	58.15	61.06	8707	9142	9599	10079	10584
147	50.74	53.28	55.94	58.74	61.68	8795	9235	9696	10182	10691
148	51.24	53.80	56.49	59.31	62.28	8882	9325	9792	10280	10795
149	51.75	54.34	57.06	59.91	62.91	8970	9419	9890	10384	10904
150	52.26	54.87	57.61	60.49	63.51	9058	9511	9986	10485	11008
151	52.79	55.43	58.20	61.11	64.17	9150	9608	10088	10592	11123
152	53.32	55.99	58.79	61.73	64.82	9242	9705	10190	10700	11235
153	53.87	56.56	59.39	62.36	65.48	9337	9804	10294	10809	11350
154	54.39	57.11	59.97	62.97	66.12	9428	9899	10395	10915	11461
155	54.93	57.68	60.56	63.59	66.77	9521	9998	10497	11022	11573
156	55.48	58.25	61.16	64.22	67.43	9617	10097	10601	11131	11688
157	56.04	58.84	61.78	64.87	68.11	9714	10199	10709	11244	11806
158	56.60	59.43	62.40	65.52	68.80	9811	10301	10816	11357	11925
159	57.16	60.02	63.02	66.17	69.48	9908	10403	10923	11469	12043
GM	70.40									
						12203				

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.