

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 15-15

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT  
AMENDING A PUBLICALLY AVAILABLE PAY SCHEDULE  
FOR DISTRICT EMPLOYEES

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A. Recitals.

(i) District employees are contract members of the California Public Employees Retirement System (“CalPERS”).

(ii) Pursuant to Government Code section 20636 and section 570.5 Title 2 of the California Code of Regulations, a CalPERS’ members’ “pay rate” must be set forth on a pay schedule that meets all of the following requirements:

(1) Has been duly approved and adopted by the employer’s governing body in accordance with the requirements of the public meeting laws;

(2) Identifies the position title for every employee position;

(3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;

(4) Indicates the time base, including but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly or annually;

(5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer’s internet website;

(6) Indicates an effective date and date of any revisions;

(7) Is retained by the employer and available for public inspection for not less than five years; and

(8) Does not reference another document in lieu of disclosing the pay rate.

B. Resolution.

1. Each of the preceding factual recitals is true and correct and the Board so finds and determines.

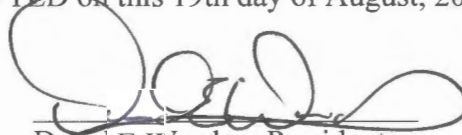
2. Attached hereto as **Exhibit A** is the pay schedule for employees of Tehachapi-Cummings County Water District effective as of the date of this Resolution, duly approved and adopted by the Board of Directors of Tehachapi-Cummings County Water District at a regular meeting of the Board of Directors held in accordance with the requirements of all applicable public meeting laws.

3. The Board of Directors hereby delegates to the General Manager the authority to determine for each employee the employee's step within the pay range hereby established for such employee's position.

4. A copy of this Resolution, including the attached pay schedule, shall be immediately accessible and available for public review at the District's office during normal business hours and shall be retained and shall be made available for public inspection for not less than five years from the date of this Resolution.

5. The Board of Directors may amend the attached pay schedule, including Exhibit A, from time to time by minute order or resolution. The amended pay schedule likewise shall be immediately available for public review at the District's office during normal business hours and shall be retained and shall be made available for public inspection for not less than five years from the date of such amendment.

PASSED, APPROVED and ADOPTED on this 19th day of August, 2015.

  
David E. Worden, President

ATTEST:

  
Lori Bunn, Secretary

**SECRETARY'S CERTIFICATE**

I, LORI BUNN, Secretary to the Board of Directors of Tehachapi-Cummings County Water District do hereby certify the foregoing Resolution was introduced at a regular meeting of the Board of Directors of said District held on the 19<sup>th</sup> day of August 2015, by the following vote:

AYES: Hadley, Pack, Prel and Worden

NOES: None

ABSENT: Hall

ABSTAIN: None

ATTEST:

  
Lori Bunn, Secretary

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

Range<sup>1</sup>

**Non-exempt:**

Bookkeeper .....	76
Controls and Emissions Specialist .....	131
<del>Controls Specialist .....</del>	<del>121</del>
<del>Emissions Foreman .....</del>	<del>116</del>
<del>Emissions Specialist .....</del>	<del>100</del>
Heavy Duty Mechanic.....	87
Heavy Equipment Operator.....	90
Lead Mechanic .....	105
Pipeline Foreman .....	100
Pipeline Maintenance I.....	76
Pipeline Maintenance II .....	87
Secretary / Receptionist .....	58
Water Conservation Coordinator .....	76
Water Conservation Technician.....	58

**Additional Compensation:**

On-Call Duty.....	\$200.00/week
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**Hourly:**

Temporary Hourly Employee (entry level) .....	1
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.....	contract
Assistant General Manager .....	150
Operations Manager .....	140
Office Manager / Board Secretary .....	140
Pipeline Superintendent .....	134
Pump Plant Superintendent.....	134

Revised 08/19/2015

[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.

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

1.0% COLA

Pay Schedule (effective 7/1/15)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	10.90	11.45	12.02	12.62	13.25	1896	1991	2091	2195	2305
2	11.01	11.56	12.14	12.75	13.39	1915	2011	2111	2218	2329
3	11.13	11.69	12.27	12.88	13.52	1936	2033	2134	2240	2351
4	11.23	11.79	12.38	13.00	13.65	1953	2051	2153	2261	2374
5	11.34	11.91	12.51	13.14	13.80	1972	2071	2176	2285	2400
6	11.44	12.01	12.61	13.24	13.90	1990	2089	2193	2303	2418
7	11.56	12.14	12.75	13.39	14.06	2011	2111	2218	2329	2445
8	11.69	12.27	12.88	13.52	14.20	2033	2134	2240	2351	2470
9	11.81	12.40	13.02	13.67	14.35	2054	2157	2265	2378	2496
10	11.93	12.53	13.16	13.82	14.51	2075	2179	2289	2404	2524
11	12.05	12.65	13.28	13.94	14.64	2096	2200	2310	2425	2546
12	12.18	12.79	13.43	14.10	14.81	2118	2225	2336	2452	2576
13	12.29	12.90	13.55	14.23	14.94	2138	2244	2357	2475	2598
14	12.41	13.03	13.68	14.36	15.08	2158	2266	2379	2498	2623
15	12.52	13.15	13.81	14.50	15.23	2178	2287	2402	2522	2649
16	12.66	13.29	13.95	14.65	15.38	2202	2311	2426	2548	2675
17	12.78	13.42	14.09	14.79	15.53	2223	2334	2451	2572	2701
18	12.91	13.56	14.24	14.95	15.70	2245	2358	2477	2600	2731
19	13.04	13.69	14.37	15.09	15.84	2268	2381	2499	2625	2755
20	13.18	13.84	14.53	15.26	16.02	2292	2407	2527	2654	2786
21	13.31	13.98	14.68	15.41	16.18	2315	2431	2553	2680	2814
22	13.43	14.10	14.81	15.55	16.33	2336	2452	2576	2705	2840
23	13.56	14.24	14.95	15.70	16.49	2358	2477	2600	2731	2868
24	13.70	14.39	15.11	15.87	16.66	2383	2503	2628	2760	2898
25	13.84	14.53	15.26	16.02	16.82	2407	2527	2654	2786	2925
26	13.98	14.68	15.41	16.18	16.99	2431	2553	2680	2814	2955
27	14.12	14.83	15.57	16.35	17.17	2456	2579	2708	2844	2986
28	14.27	14.98	15.73	16.52	17.35	2482	2605	2736	2873	3018
29	14.40	15.12	15.88	16.67	17.50	2505	2630	2762	2899	3044
30	14.54	15.27	16.03	16.83	17.67	2529	2656	2788	2927	3073
31	14.70	15.44	16.21	17.02	17.87	2557	2685	2819	2960	3108
32	14.83	15.57	16.35	17.17	18.03	2579	2708	2844	2986	3136
33	14.98	15.73	16.52	17.35	18.22	2605	2736	2873	3018	3169
34	15.14	15.90	16.70	17.54	18.42	2633	2765	2905	3051	3204
35	15.29	16.05	16.85	17.69	18.57	2659	2792	2931	3077	3230
36	15.44	16.21	17.02	17.87	18.76	2685	2819	2960	3108	3263
37	15.59	16.37	17.19	18.05	18.95	2712	2847	2990	3139	3296
38	15.75	16.54	17.37	18.24	19.15	2739	2877	3021	3172	3331
39	15.90	16.70	17.54	18.42	19.34	2765	2905	3051	3204	3364
40	16.06	16.86	17.70	18.59	19.52	2793	2932	3079	3233	3395
41	16.23	17.04	17.89	18.78	19.72	2823	2964	3112	3266	3430
42	16.39	17.21	18.07	18.97	19.92	2851	2993	3143	3299	3465

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

1.0% COLA

Pay Schedule (effective 7/1/15)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
43	16.55	17.38	18.25	19.16	20.12	2878	3023	3174	3332	3499
44	16.72	17.56	18.44	19.36	20.33	2908	3054	3207	3367	3536
45	16.88	17.72	18.61	19.54	20.52	2936	3082	3237	3399	3569
46	17.04	17.89	18.78	19.72	20.71	2964	3112	3266	3430	3602
47	17.22	18.08	18.98	19.93	20.93	2995	3145	3301	3466	3640
48	17.40	18.27	19.18	20.14	21.15	3026	3178	3336	3503	3679
49	17.56	18.44	19.36	20.33	21.35	3054	3207	3367	3536	3713
50	17.74	18.63	19.56	20.54	21.57	3085	3240	3402	3572	3752
51	17.92	18.82	19.76	20.75	21.79	3117	3273	3437	3609	3790
52	18.09	18.99	19.94	20.94	21.99	3146	3303	3468	3642	3825
53	18.27	19.18	20.14	21.15	22.21	3178	3336	3503	3679	3863
54	18.46	19.38	20.35	21.37	22.44	3211	3371	3539	3717	3903
55	18.64	19.57	20.55	21.58	22.66	3242	3404	3574	3753	3941
56	18.84	19.78	20.77	21.81	22.90	3277	3440	3612	3793	3983
57	19.02	19.97	20.97	22.02	23.12	3308	3473	3647	3830	4021
58	19.20	20.16	21.17	22.23	23.34	3339	3506	3682	3866	4059
59	19.40	20.37	21.39	22.46	23.58	3374	3543	3720	3906	4101
60	19.59	20.57	21.60	22.68	23.81	3407	3578	3757	3945	4141
61	19.79	20.78	21.82	22.91	24.06	3442	3614	3795	3985	4185
62	19.99	20.99	22.04	23.14	24.30	3477	3651	3833	4025	4226
63	20.18	21.19	22.25	23.36	24.53	3510	3686	3870	4063	4266
64	20.40	21.42	22.49	23.61	24.79	3548	3726	3912	4106	4312
65	20.60	21.63	22.71	23.85	25.04	3583	3762	3950	4148	4355
66	20.81	21.85	22.94	24.09	25.29	3619	3800	3990	4190	4399
67	21.01	22.06	23.16	24.32	25.54	3654	3837	4028	4230	4442
68	21.21	22.27	23.38	24.55	25.78	3689	3873	4066	4270	4484
69	21.43	22.50	23.63	24.81	26.05	3727	3913	4110	4315	4531
70	21.64	22.72	23.86	25.05	26.30	3764	3952	4150	4357	4574
71	21.86	22.95	24.10	25.31	26.58	3802	3992	4192	4402	4623
72	22.08	23.18	24.34	25.56	26.84	3840	4032	4233	4446	4668
73	22.29	23.40	24.57	25.80	27.09	3877	4070	4273	4487	4712
74	22.52	23.65	24.83	26.07	27.37	3917	4113	4319	4534	4760
75	22.75	23.89	25.08	26.33	27.65	3957	4155	4362	4579	4809
76	22.98	24.13	25.34	26.61	27.94	3997	4197	4407	4628	4860
77	23.20	24.36	25.58	26.86	28.20	4035	4237	4449	4672	4905
78	23.44	24.61	25.84	27.13	28.49	4077	4280	4494	4719	4955
79	23.66	24.84	26.08	27.38	28.75	4115	4320	4536	4762	5000
80	23.90	25.10	26.36	27.68	29.06	4157	4366	4585	4814	5054
81	24.14	25.35	26.62	27.95	29.35	4199	4409	4630	4861	5105
82	24.37	25.59	26.87	28.21	29.62	4239	4451	4673	4906	5152
83	24.62	25.85	27.14	28.50	29.93	4282	4496	4720	4957	5206
84	24.87	26.11	27.42	28.79	30.23	4326	4541	4769	5007	5258

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

1.0% COLA

Pay Schedule (effective 7/1/15)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
85	25.13	26.39	27.71	29.10	30.56	4371	4590	4820	5061	5315
86	25.37	26.64	27.97	29.37	30.84	4413	4633	4865	5108	5364
87	25.63	26.91	28.26	29.67	31.15	4458	4680	4915	5160	5418
88	25.89	27.18	28.54	29.97	31.47	4503	4727	4964	5213	5473
89	26.15	27.46	28.83	30.27	31.78	4548	4776	5014	5265	5527
90	26.40	27.72	29.11	30.57	32.10	4592	4821	5063	5317	5583
91	26.67	28.00	29.40	30.87	32.41	4639	4870	5113	5369	5637
92	26.94	28.29	29.70	31.19	32.75	4686	4920	5166	5425	5696
93	27.21	28.57	30.00	31.50	33.08	4733	4969	5218	5479	5753
94	27.47	28.84	30.28	31.79	33.38	4778	5016	5266	5529	5806
95	27.75	29.14	30.60	32.13	33.74	4826	5068	5322	5588	5868
96	28.02	29.42	30.89	32.43	34.05	4873	5117	5373	5640	5922
97	28.31	29.73	31.22	32.78	34.42	4924	5171	5430	5701	5987
98	28.59	30.02	31.52	33.10	34.76	4973	5221	5482	5757	6046
99	28.88	30.32	31.84	33.43	35.10	5023	5273	5538	5814	6105
100	29.16	30.62	32.15	33.76	35.45	5072	5326	5592	5872	6166
101	29.45	30.92	32.47	34.09	35.79	5122	5378	5647	5929	6225
102	29.75	31.24	32.80	34.44	36.16	5174	5433	5705	5990	6289
103	30.04	31.54	33.12	34.78	36.52	5225	5486	5760	6049	6352
104	30.35	31.87	33.46	35.13	36.89	5279	5543	5820	6110	6416
105	30.65	32.18	33.79	35.48	37.25	5331	5597	5877	6171	6479
106	30.96	32.51	34.14	35.85	37.64	5385	5654	5938	6235	6547
107	31.27	32.83	34.47	36.19	38.00	5439	5710	5995	6294	6609
108	31.57	33.15	34.81	36.55	38.38	5491	5766	6054	6357	6675
109	31.90	33.50	35.18	36.94	38.79	5548	5827	6119	6425	6747
110	32.22	33.83	35.52	37.30	39.17	5604	5884	6178	6487	6813
111	32.53	34.16	35.87	37.66	39.54	5658	5941	6239	6550	6877
112	32.88	34.52	36.25	38.06	39.96	5719	6004	6305	6620	6950
113	33.19	34.85	36.59	38.42	40.34	5773	6061	6364	6682	7016
114	33.52	35.20	36.96	38.81	40.75	5830	6122	6428	6750	7088
115	33.87	35.56	37.34	39.21	41.17	5891	6185	6494	6820	7161
116	34.20	35.91	37.71	39.60	41.58	5948	6246	6559	6887	7232
117	34.53	36.26	38.07	39.97	41.97	6006	6307	6621	6952	7300
118	34.90	36.65	38.48	40.40	42.42	6070	6374	6693	7027	7378
119	35.23	36.99	38.84	40.78	42.82	6127	6434	6755	7093	7448
120	35.58	37.36	39.23	41.19	43.25	6188	6498	6823	7164	7522
121	35.95	37.75	39.64	41.62	43.70	6253	6566	6894	7239	7601
122	36.30	38.12	40.03	42.03	44.13	6314	6630	6962	7310	7675
123	36.65	38.48	40.40	42.42	44.54	6374	6693	7027	7378	7747
124	37.04	38.89	40.83	42.87	45.01	6442	6764	7101	7456	7828
125	37.41	39.28	41.24	43.30	45.47	6507	6832	7173	7531	7908
126	37.76	39.65	41.63	43.71	45.90	6567	6896	7241	7602	7983

TEHACHAPI - CUMMINGS COUNTY WATER DISTRICT

1.0% COLA

Pay Schedule (effective 7/1/15)

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
127	38.16	40.07	42.07	44.17	46.38	6637	6969	7317	7682	8067
128	38.54	40.47	42.49	44.61	46.84	6703	7039	7390	7759	8147
129	38.92	40.87	42.91	45.06	47.31	6769	7108	7463	7837	8228
130	39.31	41.28	43.34	45.51	47.79	6837	7180	7538	7915	8312
131	39.70	41.69	43.77	45.96	48.26	6905	7251	7613	7994	8394
132	40.10	42.11	44.22	46.43	48.75	6974	7324	7691	8075	8479
133	40.50	42.53	44.66	46.89	49.23	7044	7397	7768	8155	8562
134	40.89	42.93	45.08	47.33	49.70	7112	7467	7841	8232	8644
135	41.32	43.39	45.56	47.84	50.23	7187	7547	7924	8321	8736
136	41.73	43.82	46.01	48.31	50.73	7258	7621	8002	8402	8823
137	42.16	44.27	46.48	48.80	51.24	7333	7700	8084	8488	8912
138	42.57	44.70	46.94	49.29	51.75	7404	7775	8164	8573	9001
139	42.99	45.14	47.40	49.77	52.26	7477	7851	8244	8656	9089
140	43.42	45.59	47.87	50.26	52.77	7552	7929	8326	8742	9178
141	43.85	46.04	48.34	50.76	53.30	7627	8008	8408	8829	9270
142	44.30	46.52	48.85	51.29	53.85	7705	8091	8496	8921	9366
143	44.74	46.98	49.33	51.80	54.39	7781	8171	8580	9009	9460
144	45.19	47.45	49.82	52.31	54.93	7860	8253	8665	9098	9554
145	45.64	47.92	50.32	52.84	55.48	7938	8335	8752	9190	9649
146	46.09	48.39	50.81	53.35	56.02	8016	8416	8837	9279	9743
147	46.55	48.88	51.32	53.89	56.58	8096	8502	8926	9373	9841
148	47.02	49.37	51.84	54.43	57.15	8178	8587	9016	9467	9940
149	47.49	49.86	52.35	54.97	57.72	8260	8672	9105	9561	10039
150	47.96	50.36	52.88	55.52	58.30	8342	8759	9197	9656	10140
151	48.45	50.87	53.41	56.08	58.88	8427	8848	9289	9754	10241
152	48.92	51.37	53.94	56.64	59.47	8508	8935	9382	9851	10343
153	49.43	51.90	54.50	57.23	60.09	8597	9027	9479	9954	10451
154	49.91	52.41	55.03	57.78	60.67	8681	9115	9571	10049	10552
155	50.41	52.93	55.58	58.36	61.28	8768	9206	9667	10150	10658
156	50.91	53.46	56.13	58.94	61.89	8855	9298	9763	10251	10764
157	51.42	53.99	56.69	59.52	62.50	8943	9390	9860	10352	10870
158	51.94	54.54	57.27	60.13	63.14	9034	9486	9961	10458	10982
159	52.46	55.08	57.83	60.72	63.76	9124	9580	10058	10561	11090

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.