

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 5-18

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

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 21st day of February 2018.


Rick Zanutto, President

ATTEST:


Lori Bunn, Secretary

SECRETARY'S CERTIFICATE

I, LORI BUNN, Secretary of the Board of Directors of Tehachapi-Cummings County Water District, hereby certify as follows:


The foregoing is a full, true and correct copy of a resolution duly adopted at a regular meeting of the Board of Directors of the District duly and legally held at the regular meeting place thereof on February 21, 2018. All of the members of the Board of Directors received due notice of the meeting and a majority thereof was present. At the meeting the resolution was adopted by the following vote:

AYES: Hall, Prel and Zanutto

NOES: None

ABSTAIN: Pack and Worden

ABSENT: None

ATTEST: 
Lori Bunn, Secretary

(SEAL)

[Faint handwritten marks and a curved line, possibly remnants of a seal or signature.]

EXHIBIT A

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 |
| | |
| 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 |

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|-----|-------|-------|-------|-------|-------|------|------|-------|-------|-------|
| 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.