

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 03-25

A RESOLUTION OF THE BOARD OF DIRECTORS
OF TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT
AMENDING A PUBLICLY AVAILABLE SALARY SCHEDULE
FOR AUTHORIZED POSITIONS

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 salary 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 salary 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 salary schedule, including Exhibit A, from time to time by minute order or resolution. The amended salary 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 February, 2025.



Robert W. Schultz, Board President

ATTEST:



Catherine Adams, Board Secretary

SECRETARY'S CERTIFICATE

I, CATHERINE ADAMS, 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 Resolution No. 03-25 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 19, 2025. All 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: Ables, Davis, Hall, Sasia, Schultz

NOES: None

ABSTAIN: None

ABSENT: None

ATTEST:


Catherine Adams, Board Secretary

(SEAL)



SALARY SCHEDULE FOR AUTHORIZED POSITIONS

<u>Non-exempt:</u>	<u>Range¹</u>
Accounting Assistant.....	81
Administrative Assistant I.....	58
Administrative Assistant II.....	72
Controls and Emissions Technician (Vacant).....	80
Controls and Emissions Specialist (Vacant).....	120
GIS Technician.....	76
Heavy Duty Mechanic I.....	87
Heavy Duty Mechanic II.....	98
Heavy Equipment Operator.....	90
Lead Mechanic.....	110
Operations Assistant.....	48
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).....	24
Temporary Hourly Employee (re-hire).....	Same current range for position
Temporary Replacement Rate.....	Up to the rate of employee replaced

Exempt:

General Manager.....	GM
Assistant General Manager – Operations.....	151
Operations Manager (Vacant).....	141
Administration Manager.....	141
Pipeline Supervisor.....	134
Pumping Systems Supervisor.....	134
Accounting and Finance Specialist.....	124

Revised 02/19/25

[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.



SALARY SCHEDULE - 2024
EFFECTIVE JULY 1, 2024

REV: 00
 4.0% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	14.31	15.03	15.78	16.57	17.40	2480	2605	2735	2872	3016
2	14.48	15.20	15.96	16.76	17.60	2510	2635	2766	2905	3051
3	14.64	15.37	16.14	16.95	17.80	2538	2664	2798	2938	3085
4	14.76	15.50	16.28	17.09	17.94	2558	2687	2822	2962	3110
5	14.91	15.66	16.44	17.26	18.12	2584	2714	2850	2992	3141
6	15.05	15.80	16.59	17.42	18.29	2609	2739	2876	3019	3170
7	15.19	15.95	16.75	17.59	18.47	2633	2765	2903	3049	3201
8	15.38	16.15	16.96	17.81	18.70	2666	2799	2940	3087	3241
9	15.55	16.33	17.15	18.01	18.91	2695	2831	2973	3122	3278
10	15.68	16.46	17.28	18.14	19.05	2718	2853	2995	3144	3302
11	15.85	16.64	17.47	18.34	19.26	2747	2884	3028	3179	3338
12	16.02	16.82	17.66	18.54	19.47	2777	2915	3061	3214	3375
13	16.16	16.97	17.82	18.71	19.65	2801	2941	3089	3243	3406
14	16.32	17.14	18.00	18.90	19.85	2829	2971	3120	3276	3441
15	16.46	17.28	18.14	19.05	20.00	2853	2995	3144	3302	3467
16	16.65	17.48	18.35	19.27	20.23	2886	3030	3181	3340	3507
17	16.82	17.66	18.54	19.47	20.44	2915	3061	3214	3375	3543
18	16.97	17.82	18.71	19.65	20.63	2941	3089	3243	3406	3576
19	17.14	18.00	18.90	19.85	20.84	2971	3120	3276	3441	3612
20	17.34	18.21	19.12	20.08	21.08	3006	3156	3314	3481	3654
21	17.50	18.38	19.30	20.27	21.28	3033	3186	3345	3513	3689
22	17.68	18.56	19.49	20.46	21.48	3065	3217	3378	3546	3723
23	17.85	18.74	19.68	20.66	21.69	3094	3248	3411	3581	3760
24	18.00	18.90	19.85	20.84	21.88	3120	3276	3441	3612	3793
25	18.22	19.13	20.09	21.09	22.14	3158	3316	3482	3656	3838
26	18.39	19.31	20.28	21.29	22.35	3188	3347	3515	3690	3874
27	18.55	19.48	20.45	21.47	22.54	3215	3377	3545	3721	3907
28	18.76	19.70	20.69	21.72	22.81	3252	3415	3586	3765	3954
29	18.93	19.88	20.87	21.91	23.01	3281	3446	3617	3798	3988
30	19.13	20.09	21.09	22.14	23.25	3316	3482	3656	3838	4030
31	19.34	20.31	21.33	22.40	23.52	3352	3520	3697	3883	4077
32	19.50	20.48	21.50	22.58	23.71	3380	3550	3727	3914	4110
33	19.70	20.69	21.72	22.81	23.95	3415	3586	3765	3954	4151
34	19.90	20.90	21.95	23.05	24.20	3449	3623	3805	3995	4195
35	20.10	21.11	22.17	23.28	24.44	3484	3659	3843	4035	4236
36	20.29	21.30	22.37	23.49	24.66	3517	3692	3877	4072	4274
37	20.53	21.56	22.64	23.77	24.96	3559	3737	3924	4120	4326
38	20.71	21.75	22.84	23.98	25.18	3590	3770	3959	4157	4365
39	20.92	21.97	23.07	24.22	25.43	3626	3808	3999	4198	4408
40	21.12	22.18	23.29	24.45	25.67	3661	3845	4037	4238	4449
41	21.34	22.41	23.53	24.71	25.95	3699	3884	4079	4283	4498
42	21.56	22.64	23.77	24.96	26.21	3737	3924	4120	4326	4543
43	21.77	22.86	24.00	25.20	26.46	3773	3962	4160	4368	4586
44	22.00	23.10	24.26	25.47	26.74	3813	4004	4205	4415	4635
45	22.20	23.31	24.48	25.70	26.99	3848	4040	4243	4455	4678

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
46	22.41	23.53	24.71	25.95	27.25	3884	4079	4283	4498	4723
47	22.64	23.77	24.96	26.21	27.52	3924	4120	4326	4543	4770
48	22.89	24.03	25.23	26.49	27.81	3968	4165	4373	4592	4820
49	23.11	24.27	25.48	26.75	28.09	4006	4207	4417	4637	4869
50	23.35	24.52	25.75	27.04	28.39	4047	4250	4463	4687	4921
51	23.56	24.74	25.98	27.28	28.64	4084	4288	4503	4729	4964
52	23.80	24.99	26.24	27.55	28.93	4125	4332	4548	4775	5015
53	24.03	25.23	26.49	27.81	29.20	4165	4373	4592	4820	5061
54	24.27	25.48	26.75	28.09	29.49	4207	4417	4637	4869	5112
55	24.51	25.74	27.03	28.38	29.80	4248	4462	4685	4919	5165
56	24.78	26.02	27.32	28.69	30.12	4295	4510	4735	4973	5221
57	25.01	26.26	27.57	28.95	30.40	4335	4552	4779	5018	5269
58	25.26	26.52	27.85	29.24	30.70	4378	4597	4827	5068	5321
59	25.50	26.78	28.12	29.53	31.01	4420	4642	4874	5119	5375
60	25.77	27.06	28.41	29.83	31.32	4467	4690	4924	5171	5429
61	26.03	27.33	28.70	30.14	31.65	4512	4737	4975	5224	5486
62	26.28	27.59	28.97	30.42	31.94	4555	4782	5021	5273	5536
63	26.54	27.87	29.26	30.72	32.26	4600	4831	5072	5325	5592
64	26.82	28.16	29.57	31.05	32.60	4649	4881	5125	5382	5651
65	27.10	28.46	29.88	31.37	32.94	4697	4933	5179	5437	5710
66	27.36	28.73	30.17	31.68	33.26	4742	4980	5229	5491	5765
67	27.63	29.01	30.46	31.98	33.58	4789	5028	5280	5543	5821
68	27.88	29.27	30.73	32.27	33.88	4833	5073	5327	5593	5873
69	28.18	29.59	31.07	32.62	34.25	4885	5129	5385	5654	5937
70	28.46	29.88	31.37	32.94	34.59	4933	5179	5437	5710	5996
71	28.75	30.19	31.70	33.29	34.95	4983	5233	5495	5770	6058
72	29.04	30.49	32.01	33.61	35.29	5034	5285	5548	5826	6117
73	29.32	30.79	32.33	33.95	35.65	5082	5337	5604	5885	6179
74	29.64	31.12	32.68	34.31	36.03	5138	5394	5665	5947	6245
75	29.91	31.41	32.98	34.63	36.36	5184	5444	5717	6003	6302
76	30.23	31.74	33.33	35.00	36.75	5240	5502	5777	6067	6370
77	30.50	32.03	33.63	35.31	37.08	5287	5552	5829	6120	6427
78	30.82	32.36	33.98	35.68	37.46	5342	5609	5890	6185	6493
79	31.12	32.68	34.31	36.03	37.83	5394	5665	5947	6245	6557
80	31.43	33.00	34.65	36.38	38.20	5448	5720	6006	6306	6621
81	31.75	33.34	35.01	36.76	38.60	5503	5779	6068	6372	6691
82	32.05	33.65	35.33	37.10	38.96	5555	5833	6124	6431	6753
83	32.39	34.01	35.71	37.50	39.38	5614	5895	6190	6500	6826
84	32.70	34.34	36.06	37.86	39.75	5668	5952	6250	6562	6890
85	33.04	34.69	36.42	38.24	40.15	5727	6013	6313	6628	6959
86	33.35	35.02	36.77	38.61	40.54	5781	6070	6373	6692	7027
87	33.71	35.40	37.17	39.03	40.98	5843	6136	6443	6765	7103
88	34.06	35.76	37.55	39.43	41.40	5904	6198	6509	6835	7176
89	34.38	36.10	37.91	39.81	41.80	5959	6257	6571	6900	7245
90	34.70	36.44	38.26	40.17	42.18	6015	6316	6632	6963	7311
91	35.08	36.83	38.67	40.60	42.63	6081	6384	6703	7037	7389
92	35.42	37.19	39.05	41.00	43.05	6139	6446	6769	7107	7462
93	35.80	37.59	39.47	41.44	43.51	6205	6516	6841	7183	7542
94	36.12	37.93	39.83	41.82	43.91	6261	6575	6904	7249	7611
95	36.48	38.30	40.22	42.23	44.34	6323	6639	6971	7320	7686
96	36.86	38.70	40.64	42.67	44.80	6389	6708	7044	7396	7765
97	37.23	39.09	41.04	43.09	45.24	6453	6776	7114	7469	7842
98	37.61	39.49	41.46	43.53	45.71	6519	6845	7186	7545	7923

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
99	37.99	39.89	41.88	43.97	46.17	6585	6914	7259	7621	8003
100	38.34	40.26	42.27	44.38	46.60	6646	6978	7327	7693	8077
101	38.73	40.67	42.70	44.84	47.08	6713	7049	7401	7772	8161
102	39.14	41.10	43.16	45.32	47.59	6784	7124	7481	7855	8249
103	39.51	41.49	43.56	45.74	48.03	6848	7192	7550	7928	8325
104	39.92	41.92	44.02	46.22	48.53	6919	7266	7630	8011	8412
105	40.31	42.33	44.45	46.67	49.00	6987	7337	7705	8089	8493
106	40.72	42.76	44.90	47.15	49.51	7058	7412	7783	8173	8582
107	41.12	43.18	45.34	47.61	49.99	7127	7485	7859	8252	8665
108	41.55	43.63	45.81	48.10	50.51	7202	7563	7940	8337	8755
109	41.95	44.05	46.25	48.56	50.99	7271	7635	8017	8417	8838
110	42.37	44.49	46.71	49.05	51.50	7344	7712	8096	8502	8927
111	42.80	44.94	47.19	49.55	52.03	7419	7790	8180	8589	9019
112	43.24	45.40	47.67	50.05	52.55	7495	7869	8263	8675	9109
113	43.64	45.82	48.11	50.52	53.05	7564	7942	8339	8757	9195
114	44.10	46.31	48.63	51.06	53.61	7644	8027	8429	8850	9292
115	44.54	46.77	49.11	51.57	54.15	7720	8107	8512	8939	9386
116	44.96	47.21	49.57	52.05	54.65	7793	8183	8592	9022	9473
117	45.42	47.69	50.07	52.57	55.20	7873	8266	8679	9112	9568
118	45.90	48.20	50.61	53.14	55.80	7956	8355	8772	9211	9672
119	46.32	48.64	51.07	53.62	56.30	8029	8431	8852	9294	9759
120	46.79	49.13	51.59	54.17	56.88	8110	8516	8942	9389	9859
121	47.27	49.63	52.11	54.72	57.46	8193	8603	9032	9485	9960
122	47.73	50.12	52.63	55.26	58.02	8273	8687	9123	9578	10057
123	48.19	50.60	53.13	55.79	58.58	8353	8771	9209	9670	10154
124	48.71	51.15	53.71	56.40	59.22	8443	8866	9310	9776	10265
125	49.19	51.65	54.23	56.94	59.79	8526	8953	9400	9870	10364
126	49.67	52.15	54.76	57.50	60.38	8609	9039	9492	9967	10466
127	50.17	52.68	55.31	58.08	60.98	8696	9131	9587	10067	10570
128	50.70	53.24	55.90	58.70	61.64	8788	9228	9689	10175	10684
129	51.19	53.75	56.44	59.26	62.22	8873	9317	9783	10272	10785
130	51.69	54.27	56.98	59.83	62.82	8960	9407	9877	10371	10889
131	52.23	54.84	57.58	60.46	63.48	9053	9506	9981	10480	11003
132	52.74	55.38	58.15	61.06	64.11	9142	9599	10079	10584	11112
133	53.26	55.92	58.72	61.66	64.74	9232	9693	10178	10688	11222
134	53.76	56.45	59.27	62.23	65.34	9318	9785	10273	10787	11326
135	54.34	57.06	59.91	62.91	66.06	9419	9890	10384	10904	11450
136	54.89	57.63	60.51	63.54	66.72	9514	9989	10488	11014	11565
137	55.45	58.22	61.13	64.19	67.40	9611	10091	10596	11126	11683
138	56.00	58.80	61.74	64.83	68.07	9707	10192	10702	11237	11799
139	56.52	59.35	62.32	65.44	68.71	9797	10287	10802	11343	11910
140	57.10	59.96	62.96	66.11	69.42	9897	10393	10913	11459	12033
141	57.66	60.54	63.57	66.75	70.09	9994	10494	11019	11570	12149
142	58.26	61.17	64.23	67.44	70.81	10098	10603	11133	11690	12274
143	58.83	61.77	64.86	68.10	71.51	10197	10707	11242	11804	12395
144	59.43	62.40	65.52	68.80	72.24	10301	10816	11357	11925	12522
145	60.03	63.03	66.18	69.49	72.96	10405	10925	11471	12045	12646
146	60.62	63.65	66.83	70.17	73.68	10507	11033	11584	12163	12771
147	61.22	64.28	67.49	70.86	74.40	10611	11142	11698	12282	12896
148	61.85	64.94	68.19	71.60	75.18	10721	11256	11820	12411	13031
149	62.44	65.56	68.84	72.28	75.89	10823	11364	11932	12529	13154
150	63.07	66.22	69.53	73.01	76.66	10932	11478	12052	12655	13288
151	63.71	66.90	70.25	73.76	77.45	11043	11596	12177	12785	13425

HOURLY WAGE						MONTHLY SALARY				
RANGE	A	B	C	D	E	A	B	C	D	E
152	64.34	67.56	70.94	74.49	78.21	11152	11710	12296	12912	13556
153	65.00	68.25	71.66	75.24	79.00	11267	11830	12421	13042	13693
154	65.64	68.92	72.37	75.99	79.79	11378	11946	12544	13172	13830
155	66.30	69.62	73.10	76.76	80.60	11492	12067	12671	13305	13971
156	66.94	70.29	73.80	77.49	81.36	11603	12184	12792	13432	14102
157	67.63	71.01	74.56	78.29	82.20	11723	12308	12924	13570	14248
158	68.32	71.74	75.33	79.10	83.06	11842	12435	13057	13711	14397
159	68.97	72.42	76.04	79.84	83.83	11955	12553	13180	13839	14531
GM	91.95					15938				

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.