

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 13-23

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

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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 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 July 2023.

  
Robert W. Schultz, President

ATTEST:

  
Catherine Adams, 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. 13-23 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 July 19, 2023. 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, Hall, Sasia, Schultz, Zanutto

NOES: None

ABSTAIN: None

ABSENT: None

ATTEST:

  
Catherine Adams, Board Secretary

(SEAL)

EXHIBIT "A"



Tehachapi-Cummings  
County Water District

*Our Water • Our Future*

**SALARY SCHEDULE FOR AUTHORIZED POSITIONS**

<u>Non-exempt:</u>	<u>Range<sup>1</sup></u>
Accounting Assistant.....	81
Administrative Assistant.....	58
Controls and Emissions Technician (Vacant).....	80
Controls and Emissions Specialist.....	120
GIS Technician.....	76
Heavy Duty Mechanic.....	87
Heavy Equipment Operator.....	90
Lead Mechanic (Vacant).....	110
Operations Assistant.....	48
Pipeline Foreman (Vacant).....	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 06/21/23

[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 - 2023**  
**EFFECTIVE JULY 3, 2023**

REV: 01  
 4.9% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	13.76	14.45	15.17	15.93	16.73	2385	2505	2629	2761	2900
2	13.92	14.62	15.35	16.12	16.93	2413	2534	2661	2794	2935
3	14.08	14.78	15.52	16.30	17.12	2441	2562	2690	2825	2967
4	14.19	14.90	15.65	16.43	17.25	2460	2583	2713	2848	2990
5	14.34	15.06	15.81	16.60	17.43	2486	2610	2740	2877	3021
6	14.47	15.19	15.95	16.75	17.59	2508	2633	2765	2903	3049
7	14.61	15.34	16.11	16.92	17.77	2532	2659	2792	2933	3080
8	14.79	15.53	16.31	17.13	17.99	2564	2692	2827	2969	3118
9	14.95	15.70	16.49	17.31	18.18	2591	2721	2858	3000	3151
10	15.08	15.83	16.62	17.45	18.32	2614	2744	2881	3025	3175
11	15.24	16.00	16.80	17.64	18.52	2642	2773	2912	3058	3210
12	15.40	16.17	16.98	17.83	18.72	2669	2803	2943	3091	3245
13	15.54	16.32	17.14	18.00	18.90	2694	2829	2971	3120	3276
14	15.69	16.47	17.29	18.15	19.06	2720	2855	2997	3146	3304
15	15.83	16.62	17.45	18.32	19.24	2744	2881	3025	3175	3335
16	16.01	16.81	17.65	18.53	19.46	2775	2914	3059	3212	3373
17	16.17	16.98	17.83	18.72	19.66	2803	2943	3091	3245	3408
18	16.32	17.14	18.00	18.90	19.85	2829	2971	3120	3276	3441
19	16.48	17.30	18.17	19.08	20.03	2857	2999	3149	3307	3472
20	16.67	17.50	18.38	19.30	20.27	2889	3033	3186	3345	3513
21	16.83	17.67	18.55	19.48	20.45	2917	3063	3215	3377	3545
22	17.00	17.85	18.74	19.68	20.66	2947	3094	3248	3411	3581
23	17.16	18.02	18.92	19.87	20.86	2974	3123	3279	3444	3616
24	17.31	18.18	19.09	20.04	21.04	3000	3151	3309	3474	3647
25	17.52	18.40	19.32	20.29	21.30	3037	3189	3349	3517	3692
26	17.68	18.56	19.49	20.46	21.48	3065	3217	3378	3546	3723
27	17.84	18.73	19.67	20.65	21.68	3092	3247	3409	3579	3758
28	18.04	18.94	19.89	20.88	21.92	3127	3283	3448	3619	3799
29	18.20	19.11	20.07	21.07	22.12	3155	3312	3479	3652	3834
30	18.39	19.31	20.28	21.29	22.35	3188	3347	3515	3690	3874
31	18.60	19.53	20.51	21.54	22.62	3224	3385	3555	3734	3921
32	18.75	19.69	20.67	21.70	22.79	3250	3413	3583	3761	3950
33	18.94	19.89	20.88	21.92	23.02	3283	3448	3619	3799	3990
34	19.13	20.09	21.09	22.14	23.25	3316	3482	3656	3838	4030
35	19.33	20.30	21.32	22.39	23.51	3351	3519	3695	3881	4075
36	19.51	20.49	21.51	22.59	23.72	3382	3552	3728	3916	4111
37	19.74	20.73	21.77	22.86	24.00	3422	3593	3773	3962	4160
38	19.91	20.91	21.96	23.06	24.21	3451	3624	3806	3997	4196
39	20.12	21.13	22.19	23.30	24.47	3487	3663	3846	4039	4241
40	20.31	21.33	22.40	23.52	24.70	3520	3697	3883	4077	4281
41	20.52	21.55	22.63	23.76	24.95	3557	3735	3923	4118	4325
42	20.73	21.77	22.86	24.00	25.20	3593	3773	3962	4160	4368
43	20.93	21.98	23.08	24.23	25.44	3628	3810	4001	4200	4410
44	21.15	22.21	23.32	24.49	25.71	3666	3850	4042	4245	4456
45	21.35	22.42	23.54	24.72	25.96	3701	3886	4080	4285	4500

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
46	21.55	22.63	23.76	24.95	26.20	3735	3923	4118	4325	4541
47	21.77	22.86	24.00	25.20	26.46	3773	3962	4160	4368	4586
48	22.01	23.11	24.27	25.48	26.75	3815	4006	4207	4417	4637
49	22.22	23.33	24.50	25.73	27.02	3851	4044	4247	4460	4683
50	22.45	23.57	24.75	25.99	27.29	3891	4085	4290	4505	4730
51	22.65	23.78	24.97	26.22	27.53	3926	4122	4328	4545	4772
52	22.88	24.02	25.22	26.48	27.80	3966	4163	4371	4590	4819
53	23.11	24.27	25.48	26.75	28.09	4006	4207	4417	4637	4869
54	23.34	24.51	25.74	27.03	28.38	4046	4248	4462	4685	4919
55	23.57	24.75	25.99	27.29	28.65	4085	4290	4505	4730	4966
56	23.83	25.02	26.27	27.58	28.96	4131	4337	4553	4781	5020
57	24.05	25.25	26.51	27.84	29.23	4169	4377	4595	4826	5067
58	24.29	25.50	26.78	28.12	29.53	4210	4420	4642	4874	5119
59	24.52	25.75	27.04	28.39	29.81	4250	4463	4687	4921	5167
60	24.78	26.02	27.32	28.69	30.12	4295	4510	4735	4973	5221
61	25.03	26.28	27.59	28.97	30.42	4339	4555	4782	5021	5273
62	25.27	26.53	27.86	29.25	30.71	4380	4599	4829	5070	5323
63	25.52	26.80	28.14	29.55	31.03	4423	4645	4878	5122	5379
64	25.79	27.08	28.43	29.85	31.34	4470	4694	4928	5174	5432
65	26.06	27.36	28.73	30.17	31.68	4517	4742	4980	5229	5491
66	26.31	27.63	29.01	30.46	31.98	4560	4789	5028	5280	5543
67	26.57	27.90	29.30	30.77	32.31	4605	4836	5079	5333	5600
68	26.81	28.15	29.56	31.04	32.59	4647	4879	5124	5380	5649
69	27.10	28.46	29.88	31.37	32.94	4697	4933	5179	5437	5710
70	27.37	28.74	30.18	31.69	33.27	4744	4982	5231	5493	5767
71	27.64	29.02	30.47	31.99	33.59	4791	5030	5281	5545	5822
72	27.92	29.32	30.79	32.33	33.95	4839	5082	5337	5604	5885
73	28.19	29.60	31.08	32.63	34.26	4886	5131	5387	5656	5938
74	28.50	29.93	31.43	33.00	34.65	4940	5188	5448	5720	6006
75	28.76	30.20	31.71	33.30	34.97	4985	5235	5496	5772	6061
76	29.07	30.52	32.05	33.65	35.33	5039	5290	5555	5833	6124
77	29.33	30.80	32.34	33.96	35.66	5084	5339	5606	5886	6181
78	29.63	31.11	32.67	34.30	36.02	5136	5392	5663	5945	6243
79	29.92	31.42	32.99	34.64	36.37	5186	5446	5718	6004	6304
80	30.22	31.73	33.32	34.99	36.74	5238	5500	5775	6065	6368
81	30.53	32.06	33.66	35.34	37.11	5292	5557	5834	6126	6432
82	30.82	32.36	33.98	35.68	37.46	5342	5609	5890	6185	6493
83	31.14	32.70	34.34	36.06	37.86	5398	5668	5952	6250	6562
84	31.44	33.01	34.66	36.39	38.21	5450	5722	6008	6308	6623
85	31.77	33.36	35.03	36.78	38.62	5507	5782	6072	6375	6694
86	32.07	33.67	35.35	37.12	38.98	5559	5836	6127	6434	6757
87	32.41	34.03	35.73	37.52	39.40	5618	5899	6193	6503	6829
88	32.75	34.39	36.11	37.92	39.82	5677	5961	6259	6573	6902
89	33.06	34.71	36.45	38.27	40.18	5730	6016	6318	6633	6965
90	33.37	35.04	36.79	38.63	40.56	5784	6074	6377	6696	7030
91	33.73	35.42	37.19	39.05	41.00	5847	6139	6446	6769	7107
92	34.06	35.76	37.55	39.43	41.40	5904	6198	6509	6835	7176
93	34.42	36.14	37.95	39.85	41.84	5966	6264	6578	6907	7252
94	34.73	36.47	38.29	40.20	42.21	6020	6321	6637	6968	7316
95	35.08	36.83	38.67	40.60	42.63	6081	6384	6703	7037	7389
96	35.44	37.21	39.07	41.02	43.07	6143	6450	6772	7110	7465
97	35.80	37.59	39.47	41.44	43.51	6205	6516	6841	7183	7542
98	36.16	37.97	39.87	41.86	43.95	6268	6581	6911	7256	7618

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
99	36.53	38.36	40.28	42.29	44.40	6332	6649	6982	7330	7696
100	36.87	38.71	40.65	42.68	44.81	6391	6710	7046	7398	7767
101	37.24	39.10	41.06	43.11	45.27	6455	6777	7117	7472	7847
102	37.63	39.51	41.49	43.56	45.74	6523	6848	7192	7550	7928
103	37.99	39.89	41.88	43.97	46.17	6585	6914	7259	7621	8003
104	38.38	40.30	42.32	44.44	46.66	6653	6985	7335	7703	8088
105	38.76	40.70	42.74	44.88	47.12	6718	7055	7408	7779	8167
106	39.15	41.11	43.17	45.33	47.60	6786	7126	7483	7857	8251
107	39.54	41.52	43.60	45.78	48.07	6854	7197	7557	7935	8332
108	39.95	41.95	44.05	46.25	48.56	6925	7271	7635	8017	8417
109	40.34	42.36	44.48	46.70	49.04	6992	7342	7710	8095	8500
110	40.74	42.78	44.92	47.17	49.53	7062	7415	7786	8176	8585
111	41.15	43.21	45.37	47.64	50.02	7133	7490	7864	8258	8670
112	41.58	43.66	45.84	48.13	50.54	7207	7568	7946	8343	8760
113	41.96	44.06	46.26	48.57	51.00	7273	7637	8018	8419	8840
114	42.40	44.52	46.75	49.09	51.54	7349	7717	8103	8509	8934
115	42.83	44.97	47.22	49.58	52.06	7424	7795	8185	8594	9024
116	43.23	45.39	47.66	50.04	52.54	7493	7868	8261	8674	9107
117	43.67	45.85	48.14	50.55	53.08	7569	7947	8344	8762	9201
118	44.13	46.34	48.66	51.09	53.64	7649	8032	8434	8856	9298
119	44.54	46.77	49.11	51.57	54.15	7720	8107	8512	8939	9386
120	44.99	47.24	49.60	52.08	54.68	7798	8188	8597	9027	9478
121	45.45	47.72	50.11	52.62	55.25	7878	8271	8686	9121	9577
122	45.89	48.18	50.59	53.12	55.78	7954	8351	8769	9207	9669
123	46.34	48.66	51.09	53.64	56.32	8032	8434	8856	9298	9762
124	46.84	49.18	51.64	54.22	56.93	8119	8525	8951	9398	9868
125	47.30	49.67	52.15	54.76	57.50	8199	8609	9039	9492	9967
126	47.76	50.15	52.66	55.29	58.05	8278	8693	9128	9584	10062
127	48.24	50.65	53.18	55.84	58.63	8362	8779	9218	9679	10163
128	48.75	51.19	53.75	56.44	59.26	8450	8873	9317	9783	10272
129	49.22	51.68	54.26	56.97	59.82	8531	8958	9405	9875	10369
130	49.70	52.19	54.80	57.54	60.42	8615	9046	9499	9974	10473
131	50.22	52.73	55.37	58.14	61.05	8705	9140	9597	10078	10582
132	50.71	53.25	55.91	58.71	61.65	8790	9230	9691	10176	10686
133	51.21	53.77	56.46	59.28	62.24	8876	9320	9786	10275	10788
134	51.69	54.27	56.98	59.83	62.82	8960	9407	9877	10371	10889
135	52.25	54.86	57.60	60.48	63.50	9057	9509	9984	10483	11007
136	52.78	55.42	58.19	61.10	64.16	9149	9606	10086	10591	11121
137	53.32	55.99	58.79	61.73	64.82	9242	9705	10190	10700	11235
138	53.85	56.54	59.37	62.34	65.46	9334	9800	10291	10806	11346
139	54.35	57.07	59.92	62.92	66.07	9421	9892	10386	10906	11452
140	54.90	57.65	60.53	63.56	66.74	9516	9993	10492	11017	11568
141	55.44	58.21	61.12	64.18	67.39	9610	10090	10594	11125	11681
142	56.02	58.82	61.76	64.85	68.09	9710	10195	10705	11241	11802
143	56.57	59.40	62.37	65.49	68.76	9805	10296	10811	11352	11918
144	57.14	60.00	63.00	66.15	69.46	9904	10400	10920	11466	12040
145	57.72	60.61	63.64	66.82	70.16	10005	10506	11031	11582	12161
146	58.29	61.20	64.26	67.47	70.84	10104	10608	11138	11695	12279
147	58.87	61.81	64.90	68.15	71.56	10204	10714	11249	11813	12404
148	59.47	62.44	65.56	68.84	72.28	10308	10823	11364	11932	12529
149	60.04	63.04	66.19	69.50	72.98	10407	10927	11473	12047	12650
150	60.64	63.67	66.85	70.19	73.70	10511	11036	11587	12166	12775
151	61.26	64.32	67.54	70.92	74.47	10618	11149	11707	12293	12908

HOURLY WAGE						MONTHLY SALARY				
RANGE	A	B	C	D	E	A	B	C	D	E
152	61.87	64.96	68.21	71.62	75.20	10724	11260	11823	12414	13035
153	62.50	65.63	68.91	72.36	75.98	10833	11376	11944	12542	13170
154	63.12	66.28	69.59	73.07	76.72	10941	11489	12062	12665	13298
155	63.75	66.94	70.29	73.80	77.49	11050	11603	12184	12792	13432
156	64.37	67.59	70.97	74.52	78.25	11157	11716	12301	12917	13563
157	65.03	68.28	71.69	75.27	79.03	11272	11835	12426	13047	13699
158	65.69	68.97	72.42	76.04	79.84	11386	11955	12553	13180	13839
159	66.32	69.64	73.12	76.78	80.62	11495	12071	12674	13309	13974
GM	88.41					15324				

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.