

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 04-26

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 17th day of June, 2026.



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. 04-26 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 June 17, 2026. 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: Davis, Hall, Schultz

NOES: None

ABSTAIN: None

ABSENT: Ables

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>Range¹</u>
Accounting Assistant.....	81
Administrative Assistant I.....	58
Administrative Assistant II.....	72
Controls and Emissions Technician (Vacant).....	80
Controls and Emissions Specialist.....	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
Assistant General Manager – Administration.....	151
Operations Manager (Vacant).....	141
Administration Manager (Vacant).....	141
Pipeline Supervisor.....	134
Pumping Systems Supervisor.....	134
Accounting and Finance Specialist.....	124

Revised 06/17/26

[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 - 2026
EFFECTIVE JULY 13, 2026

REV: 0
 3.3% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	15.06	15.81	16.60	17.43	18.30	2610	2740	2877	3021	3172
2	15.25	16.01	16.81	17.65	18.53	2643	2775	2914	3059	3212
3	15.41	16.18	16.99	17.84	18.73	2671	2805	2945	3092	3247
4	15.54	16.32	17.14	18.00	18.90	2694	2829	2971	3120	3276
5	15.69	16.47	17.29	18.15	19.06	2720	2855	2997	3146	3304
6	15.85	16.64	17.47	18.34	19.26	2747	2884	3028	3179	3338
7	15.99	16.79	17.63	18.51	19.44	2772	2910	3056	3208	3370
8	16.19	17.00	17.85	18.74	19.68	2806	2947	3094	3248	3411
9	16.37	17.19	18.05	18.95	19.90	2837	2980	3129	3285	3449
10	16.51	17.34	18.21	19.12	20.08	2862	3006	3156	3314	3481
11	16.68	17.51	18.39	19.31	20.28	2891	3035	3188	3347	3515
12	16.86	17.70	18.59	19.52	20.50	2922	3068	3222	3383	3553
13	17.01	17.86	18.75	19.69	20.67	2948	3096	3250	3413	3583
14	17.18	18.04	18.94	19.89	20.88	2978	3127	3283	3448	3619
15	17.32	18.19	19.10	20.06	21.06	3002	3153	3311	3477	3650
16	17.53	18.41	19.33	20.30	21.32	3039	3191	3351	3519	3695
17	17.71	18.60	19.53	20.51	21.54	3070	3224	3385	3555	3734
18	17.86	18.75	19.69	20.67	21.70	3096	3250	3413	3583	3761
19	18.05	18.95	19.90	20.90	21.95	3129	3285	3449	3623	3805
20	18.25	19.16	20.12	21.13	22.19	3163	3321	3487	3663	3846
21	18.42	19.34	20.31	21.33	22.40	3193	3352	3520	3697	3883
22	18.61	19.54	20.52	21.55	22.63	3226	3387	3557	3735	3923
23	18.79	19.73	20.72	21.76	22.85	3257	3420	3591	3772	3961
24	18.95	19.90	20.90	21.95	23.05	3285	3449	3623	3805	3995
25	19.18	20.14	21.15	22.21	23.32	3325	3491	3666	3850	4042
26	19.36	20.33	21.35	22.42	23.54	3356	3524	3701	3886	4080
27	19.52	20.50	21.53	22.61	23.74	3383	3553	3732	3919	4115
28	19.75	20.74	21.78	22.87	24.01	3423	3595	3775	3964	4162
29	19.93	20.93	21.98	23.08	24.23	3455	3628	3810	4001	4200
30	20.13	21.14	22.20	23.31	24.48	3489	3664	3848	4040	4243
31	20.36	21.38	22.45	23.57	24.75	3529	3706	3891	4085	4290
32	20.53	21.56	22.64	23.77	24.96	3559	3737	3924	4120	4326
33	20.73	21.77	22.86	24.00	25.20	3593	3773	3962	4160	4368
34	20.95	22.00	23.10	24.26	25.47	3631	3813	4004	4205	4415
35	21.16	22.22	23.33	24.50	25.73	3668	3851	4044	4247	4460
36	21.36	22.43	23.55	24.73	25.97	3702	3888	4082	4287	4501
37	21.61	22.69	23.82	25.01	26.26	3746	3933	4129	4335	4552
38	21.80	22.89	24.03	25.23	26.49	3779	3968	4165	4373	4592
39	22.02	23.12	24.28	25.49	26.76	3817	4007	4209	4418	4638
40	22.23	23.34	24.51	25.74	27.03	3853	4046	4248	4462	4685
41	22.47	23.59	24.77	26.01	27.31	3895	4089	4293	4508	4734
42	22.70	23.84	25.03	26.28	27.59	3935	4132	4339	4555	4782
43	22.91	24.06	25.26	26.52	27.85	3971	4170	4378	4597	4827
44	23.16	24.32	25.54	26.82	28.16	4014	4215	4427	4649	4881
45	23.37	24.54	25.77	27.06	28.41	4051	4254	4467	4690	4924

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
46	23.59	24.77	26.01	27.31	28.68	4089	4293	4508	4734	4971
47	23.83	25.02	26.27	27.58	28.96	4131	4337	4553	4781	5020
48	24.09	25.29	26.55	27.88	29.27	4176	4384	4602	4833	5073
49	24.33	25.55	26.83	28.17	29.58	4217	4429	4651	4883	5127
50	24.58	25.81	27.10	28.46	29.88	4261	4474	4697	4933	5179
51	24.80	26.04	27.34	28.71	30.15	4299	4514	4739	4976	5226
52	25.05	26.30	27.62	29.00	30.45	4342	4559	4787	5027	5278
53	25.30	26.57	27.90	29.30	30.77	4385	4605	4836	5079	5333
54	25.55	26.83	28.17	29.58	31.06	4429	4651	4883	5127	5384
55	25.80	27.09	28.44	29.86	31.35	4472	4696	4930	5176	5434
56	26.08	27.38	28.75	30.19	31.70	4521	4746	4983	5233	5495
57	26.33	27.65	29.03	30.48	32.00	4564	4793	5032	5283	5547
58	26.59	27.92	29.32	30.79	32.33	4609	4839	5082	5337	5604
59	26.84	28.18	29.59	31.07	32.62	4652	4885	5129	5385	5654
60	27.13	28.49	29.91	31.41	32.98	4703	4938	5184	5444	5717
61	27.40	28.77	30.21	31.72	33.31	4749	4987	5236	5498	5774
62	27.66	29.04	30.49	32.01	33.61	4794	5034	5285	5548	5826
63	27.93	29.33	30.80	32.34	33.96	4841	5084	5339	5606	5886
64	28.23	29.64	31.12	32.68	34.31	4893	5138	5394	5665	5947
65	28.52	29.95	31.45	33.02	34.67	4943	5191	5451	5723	6009
66	28.80	30.24	31.75	33.34	35.01	4992	5242	5503	5779	6068
67	29.08	30.53	32.06	33.66	35.34	5041	5292	5557	5834	6126
68	29.35	30.82	32.36	33.98	35.68	5087	5342	5609	5890	6185
69	29.67	31.15	32.71	34.35	36.07	5143	5399	5670	5954	6252
70	29.96	31.46	33.03	34.68	36.41	5193	5453	5725	6011	6311
71	30.27	31.78	33.37	35.04	36.79	5247	5509	5784	6074	6377
72	30.57	32.10	33.71	35.40	37.17	5299	5564	5843	6136	6443
73	30.87	32.41	34.03	35.73	37.52	5351	5618	5899	6193	6503
74	31.20	32.76	34.40	36.12	37.93	5408	5678	5963	6261	6575
75	31.49	33.06	34.71	36.45	38.27	5458	5730	6016	6318	6633
76	31.82	33.41	35.08	36.83	38.67	5515	5791	6081	6384	6703
77	32.11	33.72	35.41	37.18	39.04	5566	5845	6138	6445	6767
78	32.45	34.07	35.77	37.56	39.44	5625	5905	6200	6510	6836
79	32.76	34.40	36.12	37.93	39.83	5678	5963	6261	6575	6904
80	33.09	34.74	36.48	38.30	40.22	5736	6022	6323	6639	6971
81	33.42	35.09	36.84	38.68	40.61	5793	6082	6386	6705	7039
82	33.74	35.43	37.20	39.06	41.01	5848	6141	6448	6770	7108
83	34.10	35.81	37.60	39.48	41.45	5911	6207	6517	6843	7185
84	34.42	36.14	37.95	39.85	41.84	5966	6264	6578	6907	7252
85	34.78	36.52	38.35	40.27	42.28	6029	6330	6647	6980	7329
86	35.10	36.86	38.70	40.64	42.67	6084	6389	6708	7044	7396
87	35.48	37.25	39.11	41.07	43.12	6150	6457	6779	7119	7474
88	35.86	37.65	39.53	41.51	43.59	6216	6526	6852	7195	7556
89	36.19	38.00	39.90	41.90	44.00	6273	6587	6916	7263	7627
90	36.53	38.36	40.28	42.29	44.40	6332	6649	6982	7330	7696
91	36.93	38.78	40.72	42.76	44.90	6401	6722	7058	7412	7783
92	37.28	39.14	41.10	43.16	45.32	6462	6784	7124	7481	7855
93	37.68	39.56	41.54	43.62	45.80	6531	6857	7200	7561	7939
94	38.02	39.92	41.92	44.02	46.22	6590	6919	7266	7630	8011
95	38.40	40.32	42.34	44.46	46.68	6656	6989	7339	7706	8091
96	38.80	40.74	42.78	44.92	47.17	6725	7062	7415	7786	8176
97	39.19	41.15	43.21	45.37	47.64	6793	7133	7490	7864	8258
98	39.58	41.56	43.64	45.82	48.11	6861	7204	7564	7942	8339

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
99	39.99	41.99	44.09	46.29	48.60	6932	7278	7642	8024	8424
100	40.36	42.38	44.50	46.73	49.07	6996	7346	7713	8100	8505
101	40.77	42.81	44.95	47.20	49.56	7067	7420	7791	8181	8590
102	41.20	43.26	45.42	47.69	50.07	7141	7498	7873	8266	8679
103	41.59	43.67	45.85	48.14	50.55	7209	7569	7947	8344	8762
104	42.02	44.12	46.33	48.65	51.08	7283	7647	8031	8433	8854
105	42.44	44.56	46.79	49.13	51.59	7356	7724	8110	8516	8942
106	42.86	45.00	47.25	49.61	52.09	7429	7800	8190	8599	9029
107	43.28	45.44	47.71	50.10	52.61	7502	7876	8270	8684	9119
108	43.74	45.93	48.23	50.64	53.17	7582	7961	8360	8778	9216
109	44.16	46.37	48.69	51.12	53.68	7654	8037	8440	8861	9305
110	44.60	46.83	49.17	51.63	54.21	7731	8117	8523	8949	9396
111	45.05	47.30	49.67	52.15	54.76	7809	8199	8609	9039	9492
112	45.51	47.79	50.18	52.69	55.32	7888	8284	8698	9133	9589
113	45.94	48.24	50.65	53.18	55.84	7963	8362	8779	9218	9679
114	46.42	48.74	51.18	53.74	56.43	8046	8448	8871	9315	9781
115	46.89	49.23	51.69	54.27	56.98	8128	8533	8960	9407	9877
116	47.32	49.69	52.17	54.78	57.52	8202	8613	9043	9495	9970
117	47.81	50.20	52.71	55.35	58.12	8287	8701	9136	9594	10074
118	48.31	50.73	53.27	55.93	58.73	8374	8793	9233	9695	10180
119	48.76	51.20	53.76	56.45	59.27	8452	8875	9318	9785	10273
120	49.25	51.71	54.30	57.02	59.87	8537	8963	9412	9883	10377
121	49.76	52.25	54.86	57.60	60.48	8625	9057	9509	9984	10483
122	50.25	52.76	55.40	58.17	61.08	8710	9145	9603	10083	10587
123	50.73	53.27	55.93	58.73	61.67	8793	9233	9695	10180	10689
124	51.28	53.84	56.53	59.36	62.33	8889	9332	9799	10289	10804
125	51.77	54.36	57.08	59.93	62.93	8973	9422	9894	10388	10908
126	52.28	54.89	57.63	60.51	63.54	9062	9514	9989	10488	11014
127	52.81	55.45	58.22	61.13	64.19	9154	9611	10091	10596	11126
128	53.36	56.03	58.83	61.77	64.86	9249	9712	10197	10707	11242
129	53.88	56.57	59.40	62.37	65.49	9339	9805	10296	10811	11352
130	54.41	57.13	59.99	62.99	66.14	9431	9903	10398	10918	11464
131	54.98	57.73	60.62	63.65	66.83	9530	10007	10507	11033	11584
132	55.51	58.29	61.20	64.26	67.47	9622	10104	10608	11138	11695
133	56.06	58.86	61.80	64.89	68.13	9717	10202	10712	11248	11809
134	56.59	59.42	62.39	65.51	68.79	9809	10299	10814	11355	11924
135	57.20	60.06	63.06	66.21	69.52	9915	10410	10930	11476	12050
136	57.78	60.67	63.70	66.89	70.23	10015	10516	11041	11594	12173
137	58.36	61.28	64.34	67.56	70.94	10116	10622	11152	11710	12296
138	58.94	61.89	64.98	68.23	71.64	10216	10728	11263	11827	12418
139	59.49	62.46	65.58	68.86	72.30	10312	10826	11367	11936	12532
140	60.10	63.11	66.27	69.58	73.06	10417	10939	11487	12061	12664
141	60.70	63.74	66.93	70.28	73.79	10521	11048	11601	12182	12790
142	61.33	64.40	67.62	71.00	74.55	10631	11163	11721	12307	12922
143	61.93	65.03	68.28	71.69	75.27	10735	11272	11835	12426	13047
144	62.56	65.69	68.97	72.42	76.04	10844	11386	11955	12553	13180
145	63.19	66.35	69.67	73.15	76.81	10953	11501	12076	12679	13314
146	63.81	67.00	70.35	73.87	77.56	11060	11613	12194	12804	13444
147	64.44	67.66	71.04	74.59	78.32	11170	11728	12314	12929	13575
148	65.11	68.37	71.79	75.38	79.15	11286	11851	12444	13066	13719
149	65.73	69.02	72.47	76.09	79.89	11393	11963	12561	13189	13848
150	66.39	69.71	73.20	76.86	80.70	11508	12083	12688	13322	13988
151	67.06	70.41	73.93	77.63	81.51	11624	12204	12815	13456	14128

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
152	67.72	71.11	74.67	78.40	82.32	11738	12326	12943	13589	14269
153	68.43	71.85	75.44	79.21	83.17	11861	12454	13076	13730	14416
154	69.10	72.56	76.19	80.00	84.00	11977	12577	13206	13867	14560
155	69.79	73.28	76.94	80.79	84.83	12097	12702	13336	14004	14704
156	70.46	73.98	77.68	81.56	85.64	12213	12823	13465	14137	14844
157	71.18	74.74	78.48	82.40	86.52	12338	12955	13603	14283	14997
158	71.92	75.52	79.30	83.27	87.43	12466	13090	13745	14433	15155
159	72.60	76.23	80.04	84.04	88.24	12584	13213	13874	14567	15295
GM	111.74					19368				

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.