

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 04-23

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 May 2023.



Robert W. Schultz, Board President

ATTEST:



Catherine Adams, Board Secretary



SALARY SCHEDULE FOR AUTHORIZED POSITIONS

<u>Non-exempt:</u>	<u>Range¹</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.....	25
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 05/17/23

[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 - 2022
EFFECTIVE JULY 4, 2022

REV: 00
 6.0% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	13.12	13.78	14.47	15.19	15.95	2274	2389	2508	2633	2765
2	13.27	13.93	14.63	15.36	16.13	2300	2415	2536	2662	2796
3	13.42	14.09	14.79	15.53	16.31	2326	2442	2564	2692	2827
4	13.53	14.21	14.92	15.67	16.45	2345	2463	2586	2716	2851
5	13.67	14.35	15.07	15.82	16.61	2369	2487	2612	2742	2879
6	13.79	14.48	15.20	15.96	16.76	2390	2510	2635	2766	2905
7	13.93	14.63	15.36	16.13	16.94	2415	2536	2662	2796	2936
8	14.10	14.81	15.55	16.33	17.15	2444	2567	2695	2831	2973
9	14.25	14.96	15.71	16.50	17.33	2470	2593	2723	2860	3004
10	14.38	15.10	15.86	16.65	17.48	2493	2617	2749	2886	3030
11	14.53	15.26	16.02	16.82	17.66	2519	2645	2777	2915	3061
12	14.68	15.41	16.18	16.99	17.84	2545	2671	2805	2945	3092
13	14.81	15.55	16.33	17.15	18.01	2567	2695	2831	2973	3122
14	14.96	15.71	16.50	17.33	18.20	2593	2723	2860	3004	3155
15	15.09	15.84	16.63	17.46	18.33	2616	2746	2883	3026	3177
16	15.26	16.02	16.82	17.66	18.54	2645	2777	2915	3061	3214
17	15.41	16.18	16.99	17.84	18.73	2671	2805	2945	3092	3247
18	15.56	16.34	17.16	18.02	18.92	2697	2832	2974	3123	3279
19	15.71	16.50	17.33	18.20	19.11	2723	2860	3004	3155	3312
20	15.89	16.68	17.51	18.39	19.31	2754	2891	3035	3188	3347
21	16.04	16.84	17.68	18.56	19.49	2780	2919	3065	3217	3378
22	16.21	17.02	17.87	18.76	19.70	2810	2950	3097	3252	3415
23	16.36	17.18	18.04	18.94	19.89	2836	2978	3127	3283	3448
24	16.50	17.33	18.20	19.11	20.07	2860	3004	3155	3312	3479
25	16.70	17.54	18.42	19.34	20.31	2895	3040	3193	3352	3520
26	16.85	17.69	18.57	19.50	20.48	2921	3066	3219	3380	3550
27	17.01	17.86	18.75	19.69	20.67	2948	3096	3250	3413	3583
28	17.20	18.06	18.96	19.91	20.91	2981	3130	3286	3451	3624
29	17.35	18.22	19.13	20.09	21.09	3007	3158	3316	3482	3656
30	17.53	18.41	19.33	20.30	21.32	3039	3191	3351	3519	3695
31	17.73	18.62	19.55	20.53	21.56	3073	3227	3389	3559	3737
32	17.87	18.76	19.70	20.69	21.72	3097	3252	3415	3586	3765
33	18.06	18.96	19.91	20.91	21.96	3130	3286	3451	3624	3806
34	18.24	19.15	20.11	21.12	22.18	3162	3319	3486	3661	3845
35	18.43	19.35	20.32	21.34	22.41	3195	3354	3522	3699	3884
36	18.60	19.53	20.51	21.54	22.62	3224	3385	3555	3734	3921
37	18.82	19.76	20.75	21.79	22.88	3262	3425	3597	3777	3966
38	18.98	19.93	20.93	21.98	23.08	3290	3455	3628	3810	4001
39	19.18	20.14	21.15	22.21	23.32	3325	3491	3666	3850	4042
40	19.36	20.33	21.35	22.42	23.54	3356	3524	3701	3886	4080
41	19.56	20.54	21.57	22.65	23.78	3390	3560	3739	3926	4122
42	19.76	20.75	21.79	22.88	24.02	3425	3597	3777	3966	4163
43	19.95	20.95	22.00	23.10	24.26	3458	3631	3813	4004	4205

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
44	20.16	21.17	22.23	23.34	24.51	3494	3669	3853	4046	4248
45	20.35	21.37	22.44	23.56	24.74	3527	3704	3890	4084	4288
46	20.54	21.57	22.65	23.78	24.97	3560	3739	3926	4122	4328
47	20.75	21.79	22.88	24.02	25.22	3597	3777	3966	4163	4371
48	20.98	22.03	23.13	24.29	25.50	3637	3819	4009	4210	4420
49	21.18	22.24	23.35	24.52	25.75	3671	3855	4047	4250	4463
50	21.40	22.47	23.59	24.77	26.01	3709	3895	4089	4293	4508
51	21.59	22.67	23.80	24.99	26.24	3742	3929	4125	4332	4548
52	21.81	22.90	24.05	25.25	26.51	3780	3969	4169	4377	4595
53	22.03	23.13	24.29	25.50	26.78	3819	4009	4210	4420	4642
54	22.25	23.36	24.53	25.76	27.05	3857	4049	4252	4465	4689
55	22.47	23.59	24.77	26.01	27.31	3895	4089	4293	4508	4734
56	22.72	23.86	25.05	26.30	27.62	3938	4136	4342	4559	4787
57	22.93	24.08	25.28	26.54	27.87	3975	4174	4382	4600	4831
58	23.16	24.32	25.54	26.82	28.16	4014	4215	4427	4649	4881
59	23.37	24.54	25.77	27.06	28.41	4051	4254	4467	4690	4924
60	23.62	24.80	26.04	27.34	28.71	4094	4299	4514	4739	4976
61	23.86	25.05	26.30	27.62	29.00	4136	4342	4559	4787	5027
62	24.09	25.29	26.55	27.88	29.27	4176	4384	4602	4833	5073
63	24.33	25.55	26.83	28.17	29.58	4217	4429	4651	4883	5127
64	24.59	25.82	27.11	28.47	29.89	4262	4475	4699	4935	5181
65	24.84	26.08	27.38	28.75	30.19	4306	4521	4746	4983	5233
66	25.08	26.33	27.65	29.03	30.48	4347	4564	4793	5032	5283
67	25.33	26.60	27.93	29.33	30.80	4391	4611	4841	5084	5339
68	25.56	26.84	28.18	29.59	31.07	4430	4652	4885	5129	5385
69	25.83	27.12	28.48	29.90	31.40	4477	4701	4937	5183	5443
70	26.09	27.39	28.76	30.20	31.71	4522	4748	4985	5235	5496
71	26.35	27.67	29.05	30.50	32.03	4567	4796	5035	5287	5552
72	26.62	27.95	29.35	30.82	32.36	4614	4845	5087	5342	5609
73	26.87	28.21	29.62	31.10	32.66	4657	4890	5134	5391	5661
74	27.17	28.53	29.96	31.46	33.03	4709	4945	5193	5453	5725
75	27.42	28.79	30.23	31.74	33.33	4753	4990	5240	5502	5777
76	27.71	29.10	30.56	32.09	33.69	4803	5044	5297	5562	5840
77	27.96	29.36	30.83	32.37	33.99	4846	5089	5344	5611	5892
78	28.25	29.66	31.14	32.70	34.34	4897	5141	5398	5668	5952
79	28.52	29.95	31.45	33.02	34.67	4943	5191	5451	5723	6009
80	28.81	30.25	31.76	33.35	35.02	4994	5243	5505	5781	6070
81	29.10	30.56	32.09	33.69	35.37	5044	5297	5562	5840	6131
82	29.38	30.85	32.39	34.01	35.71	5093	5347	5614	5895	6190
83	29.69	31.17	32.73	34.37	36.09	5146	5403	5673	5957	6256
84	29.97	31.47	33.04	34.69	36.42	5195	5455	5727	6013	6313
85	30.29	31.80	33.39	35.06	36.81	5250	5512	5788	6077	6380
86	30.57	32.10	33.71	35.40	37.17	5299	5564	5843	6136	6443
87	30.90	32.45	34.07	35.77	37.56	5356	5625	5905	6200	6510
88	31.22	32.78	34.42	36.14	37.95	5411	5682	5966	6264	6578
89	31.52	33.10	34.76	36.50	38.33	5463	5737	6025	6327	6644
90	31.81	33.40	35.07	36.82	38.66	5514	5789	6079	6382	6701
91	32.15	33.76	35.45	37.22	39.08	5573	5852	6145	6451	6774
92	32.47	34.09	35.79	37.58	39.46	5628	5909	6204	6514	6840
93	32.81	34.45	36.17	37.98	39.88	5687	5971	6269	6583	6913
94	33.11	34.77	36.51	38.34	40.26	5739	6027	6328	6646	6978

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
95	33.44	35.11	36.87	38.71	40.65	5796	6086	6391	6710	7046
96	33.78	35.47	37.24	39.10	41.06	5855	6148	6455	6777	7117
97	34.13	35.84	37.63	39.51	41.49	5916	6212	6523	6848	7192
98	34.47	36.19	38.00	39.90	41.90	5975	6273	6587	6916	7263
99	34.82	36.56	38.39	40.31	42.33	6035	6337	6654	6987	7337
100	35.15	36.91	38.76	40.70	42.74	6093	6398	6718	7055	7408
101	35.50	37.28	39.14	41.10	43.16	6153	6462	6784	7124	7481
102	35.87	37.66	39.54	41.52	43.60	6217	6528	6854	7197	7557
103	36.22	38.03	39.93	41.93	44.03	6278	6592	6921	7268	7632
104	36.59	38.42	40.34	42.36	44.48	6342	6659	6992	7342	7710
105	36.95	38.80	40.74	42.78	44.92	6405	6725	7062	7415	7786
106	37.32	39.19	41.15	43.21	45.37	6469	6793	7133	7490	7864
107	37.69	39.57	41.55	43.63	45.81	6533	6859	7202	7563	7940
108	38.08	39.98	41.98	44.08	46.28	6601	6930	7277	7641	8022
109	38.46	40.38	42.40	44.52	46.75	6666	6999	7349	7717	8103
110	38.84	40.78	42.82	44.96	47.21	6732	7069	7422	7793	8183
111	39.23	41.19	43.25	45.41	47.68	6800	7140	7497	7871	8265
112	39.64	41.62	43.70	45.89	48.18	6871	7214	7575	7954	8351
113	40.00	42.00	44.10	46.31	48.63	6933	7280	7644	8027	8429
114	40.42	42.44	44.56	46.79	49.13	7006	7356	7724	8110	8516
115	40.83	42.87	45.01	47.26	49.62	7077	7431	7802	8192	8601
116	41.21	43.27	45.43	47.70	50.09	7143	7500	7875	8268	8682
117	41.63	43.71	45.90	48.20	50.61	7216	7576	7956	8355	8772
118	42.07	44.17	46.38	48.70	51.14	7292	7656	8039	8441	8864
119	42.46	44.58	46.81	49.15	51.61	7360	7727	8114	8519	8946
120	42.89	45.03	47.28	49.64	52.12	7434	7805	8195	8604	9034
121	43.33	45.50	47.78	50.17	52.68	7511	7887	8282	8696	9131
122	43.75	45.94	48.24	50.65	53.18	7583	7963	8362	8779	9218
123	44.18	46.39	48.71	51.15	53.71	7658	8041	8443	8866	9310
124	44.65	46.88	49.22	51.68	54.26	7739	8126	8531	8958	9405
125	45.09	47.34	49.71	52.20	54.81	7816	8206	8616	9048	9500
126	45.53	47.81	50.20	52.71	55.35	7892	8287	8701	9136	9594
127	45.99	48.29	50.70	53.24	55.90	7972	8370	8788	9228	9689
128	46.47	48.79	51.23	53.79	56.48	8055	8457	8880	9324	9790
129	46.92	49.27	51.73	54.32	57.04	8133	8540	8967	9415	9887
130	47.38	49.75	52.24	54.85	57.59	8213	8623	9055	9507	9982
131	47.87	50.26	52.77	55.41	58.18	8297	8712	9147	9604	10085
132	48.34	50.76	53.30	55.97	58.77	8379	8798	9239	9701	10187
133	48.82	51.26	53.82	56.51	59.34	8462	8885	9329	9795	10286
134	49.28	51.74	54.33	57.05	59.90	8542	8968	9417	9889	10383
135	49.81	52.30	54.92	57.67	60.55	8634	9065	9519	9996	10495
136	50.31	52.83	55.47	58.24	61.15	8720	9157	9615	10095	10599
137	50.83	53.37	56.04	58.84	61.78	8811	9251	9714	10199	10709
138	51.33	53.90	56.60	59.43	62.40	8897	9343	9811	10301	10816
139	51.81	54.40	57.12	59.98	62.98	8980	9429	9901	10397	10917
140	52.34	54.96	57.71	60.60	63.63	9072	9526	10003	10504	11029
141	52.85	55.49	58.26	61.17	64.23	9161	9618	10098	10603	11133
142	53.40	56.07	58.87	61.81	64.90	9256	9719	10204	10714	11249
143	53.93	56.63	59.46	62.43	65.55	9348	9816	10306	10821	11362
144	54.47	57.19	60.05	63.05	66.20	9441	9913	10409	10929	11475
145	55.02	57.77	60.66	63.69	66.87	9537	10013	10514	11040	11591

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
146	55.57	58.35	61.27	64.33	67.55	9632	10114	10620	11151	11709
147	56.12	58.93	61.88	64.97	68.22	9727	10215	10726	11261	11825
148	56.69	59.52	62.50	65.63	68.91	9826	10317	10833	11376	11944
149	57.24	60.10	63.11	66.27	69.58	9922	10417	10939	11487	12061
150	57.81	60.70	63.74	66.93	70.28	10020	10521	11048	11601	12182
151	58.40	61.32	64.39	67.61	70.99	10123	10629	11161	11719	12305
152	58.98	61.93	65.03	68.28	71.69	10223	10735	11272	11835	12426
153	59.58	62.56	65.69	68.97	72.42	10327	10844	11386	11955	12553
154	60.17	63.18	66.34	69.66	73.14	10429	10951	11499	12074	12678
155	60.77	63.81	67.00	70.35	73.87	10533	11060	11613	12194	12804
156	61.36	64.43	67.65	71.03	74.58	10636	11168	11726	12312	12927
157	61.99	65.09	68.34	71.76	75.35	10745	11282	11846	12438	13061
158	62.62	65.75	69.04	72.49	76.11	10854	11397	11967	12565	13192
159	63.22	66.38	69.70	73.19	76.85	10958	11506	12081	12686	13321
GM	84.28					14609				

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.

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. 04-23 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 May 17, 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)