

**MCLOUD COMMUNITY SERVICES DISTRICT  
RESOLUTION NO. 01, 2020**

**APPROVING A PUBLICLY AVAILABLE PAY SCHEDULE AS REQUIRED BY  
CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5**

**WHEREAS**, The California Code of Regulations (CCR), Title 2, Section 570.5 requires CalPERS member agencies to have a duly approved and adopted publicly available pay schedule; and

**WHEREAS**, the pay schedule must meet the following criteria: position title for every employee position, pay rate for each position, and time base for each pay rate position; and

**WHEREAS**, this regulation requires this criteria be contained in a single board approved document; and

**WHEREAS**, the attached pay schedule meets the above requirements.

**THEREFORE, IT IS HEREBY RESOLVED** that the Board of Directors of the McCloud Community Services District hereby adopts the attached Pay Schedule.

**BE IT FURTHERED RESOLVED AND ORDERED** that the attached Exhibit 1 is part of this resolution.

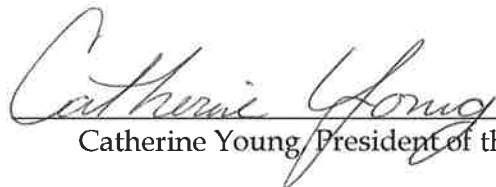
**ADOPTED** on February 10, 2020 by the following votes:

AYES: Hanson, Richey, Rorke, Young, Zanni

NOES:

ABSENT:

ABSTAIN:

  
\_\_\_\_\_  
Catherine Young, President of the Board

ATTEST:

  
\_\_\_\_\_  
Teryl Smith, District Secretary



**MCCLOUD COMMUNITY SERVICES DISTRICT**  
**Amended 2019-20 SALARY SCHEDULE**

Effective January 01, 2020

Exhibit 1

APPROVED AND ADOPTED BY THE AGENCY BOARD ON FEBRUARY 10, 2020 WITH CORRECTED MOU AMOUNTS

POSITION	TIME	07/01/19 - AM	05/15/18-06/30/18 AD	07/01/17 - 05/31/18 KP	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	\$ 75,000.00	\$ 68,000.00	\$ 70,000.00	\$ 75,000.00	\$ 77,338.13	\$ 80,625.04	\$ 84,926.00	\$ 89,231.85	
	MONTHLY	\$ 6,250.00	\$ 5,666.67	\$ 5,833.33	\$ 6,250.00	\$ 6,444.84	\$ 6,718.75	\$ 7,077.17	\$ 7,435.99	
	BI-WEEKLY	\$ 2,884.62	\$ 2,615.38	\$ 2,692.31	\$ 2,884.62	\$ 2,975.15	\$ 3,091.25	\$ 3,238.83	\$ 3,417.99	
	HOURLY	\$ 36.06	\$ 32.69	\$ 33.65	\$ 36.06	\$ 37.24	\$ 38.62	\$ 40.14	\$ 41.76	
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$ 25,137.06	*Negotiated Salary							
	MONTHLY	\$ 2,094.76	*Negotiated Salary							
	BI-WEEKLY	\$ 966.81	*Negotiated Salary / Stipend							
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$ 1,171.60	*Paid Quarterly by Points							
	QUARTERLY	\$ 292.90	*Paid Quarterly by Points							
FIREFIGHTER VOLUNTEERS EMT/PARAMEDIC	POINTS	\$ 10.00	*Paid Quarterly by Points							
	POINTS	\$ 20.00	*Paid Quarterly by Points							
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	\$ 47,501.31	\$ 49,876.38	\$ 52,370.18	\$ 54,988.70	\$ 57,738.13	\$ 60,625.04	\$ 63,649.34	\$ 66,811.03	
	MONTHLY	\$ 3,958.44	\$ 4,156.37	\$ 4,364.18	\$ 4,582.39	\$ 4,811.51	\$ 5,052.09	\$ 5,303.28	\$ 5,565.08	
	BI-WEEKLY	\$ 1,826.97	\$ 1,918.32	\$ 2,014.24	\$ 2,114.95	\$ 2,220.70	\$ 2,331.73	\$ 2,448.13	\$ 2,570.07	
	HOURLY	\$ 22.84	\$ 23.98	\$ 25.18	\$ 26.44	\$ 27.76	\$ 29.15	\$ 30.60	\$ 32.11	
	ANNUALLY	\$ 48,466.13	\$ 50,994.80	\$ 53,523.47	\$ 56,052.13	\$ 58,580.80	\$ 61,109.47	\$ 63,638.14	\$ 66,166.81	
	MONTHLY	\$ 4,038.84	\$ 4,249.57	\$ 4,460.29	\$ 4,671.01	\$ 4,881.73	\$ 5,092.46	\$ 5,303.18	\$ 5,513.91	
	BI-WEEKLY	\$ 1,864.08	\$ 1,961.34	\$ 2,058.60	\$ 2,155.85	\$ 2,253.11	\$ 2,350.36	\$ 2,447.62	\$ 2,544.87	
	HOURLY	\$ 23.30	\$ 24.52	\$ 25.73	\$ 26.95	\$ 28.16	\$ 29.38	\$ 30.59	\$ 31.80	
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$ 33,310.98	\$ 34,521.74	\$ 35,732.51	\$ 36,943.27	\$ 38,154.03	\$ 39,364.79	\$ 40,575.55	\$ 41,786.31	
	MONTHLY	\$ 2,775.92	\$ 2,876.81	\$ 2,977.71	\$ 3,078.61	\$ 3,179.51	\$ 3,280.41	\$ 3,381.31	\$ 3,482.21	
	BI-WEEKLY	\$ 1,281.19	\$ 1,327.76	\$ 1,374.33	\$ 1,420.89	\$ 1,467.46	\$ 1,514.03	\$ 1,560.59	\$ 1,607.16	
	HOURLY	\$ 16.01	\$ 16.60	\$ 16.94	\$ 17.44	\$ 17.91	\$ 18.49	\$ 18.99	\$ 19.45	
	ANNUALLY	\$ 32,226.07	\$ 34,326.51	\$ 36,427.00	\$ 38,527.47	\$ 40,627.97	\$ 42,728.47	\$ 44,828.97	\$ 46,929.47	
	MONTHLY	\$ 2,685.51	\$ 2,860.57	\$ 3,035.64	\$ 3,210.71	\$ 3,385.77	\$ 3,560.84	\$ 3,735.91	\$ 3,910.97	
	BI-WEEKLY	\$ 1,238.46	\$ 1,320.26	\$ 1,401.06	\$ 1,481.86	\$ 1,562.66	\$ 1,643.46	\$ 1,724.26	\$ 1,805.06	
	HOURLY	\$ 15.49	\$ 16.50	\$ 17.51	\$ 18.52	\$ 19.53	\$ 20.54	\$ 21.55	\$ 22.56	
REFUSE OPERATOR	ANNUALLY	\$ 32,543.95	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	MONTHLY	\$ 2,712.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	BI-WEEKLY	\$ 1,251.69	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	HOURLY	\$ 15.65	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
INTERIM UTILITY WORKER	ANNUALLY	\$ 34,954.62	\$ 36,532.51	\$ 38,110.39	\$ 39,710.20	\$ 41,068.94	\$ 43,107.04	\$ 44,926.00	\$ 46,515.85	
	MONTHLY	\$ 2,912.89	\$ 3,044.38	\$ 3,175.87	\$ 3,307.36	\$ 3,422.41	\$ 3,592.25	\$ 3,743.83	\$ 3,751.32	
	BI-WEEKLY	\$ 1,344.41	\$ 1,405.10	\$ 1,465.78	\$ 1,527.32	\$ 1,579.57	\$ 1,657.96	\$ 1,727.92	\$ 1,731.38	
	HOURLY	\$ 18.81	\$ 17.56	\$ 18.32	\$ 19.09	\$ 19.74	\$ 20.72	\$ 21.60	\$ 21.64	
UTILITY WORKER I	ANNUALLY	\$ 38,000.82	\$ 39,118.49	\$ 41,068.94	\$ 43,128.96	\$ 45,276.64	\$ 47,533.90	\$ 49,059.19	\$ 49,396.13	
	MONTHLY	\$ 3,166.74	\$ 3,259.87	\$ 3,422.41	\$ 3,594.84	\$ 3,773.05	\$ 3,951.16	\$ 4,088.27	\$ 4,116.34	
	BI-WEEKLY	\$ 1,461.57	\$ 1,504.56	\$ 1,579.57	\$ 1,658.81	\$ 1,741.41	\$ 1,828.23	\$ 1,886.89	\$ 1,899.85	
	HOURLY	\$ 18.27	\$ 18.81	\$ 19.74	\$ 20.74	\$ 21.77	\$ 22.85	\$ 23.59	\$ 23.75	
UTILITY WORKER II	ANNUALLY	\$ 38,000.82	\$ 39,118.49	\$ 41,068.94	\$ 43,128.96	\$ 45,276.64	\$ 47,533.90	\$ 49,059.19	\$ 49,396.13	
	MONTHLY	\$ 3,166.74	\$ 3,259.87	\$ 3,422.41	\$ 3,594.84	\$ 3,773.05	\$ 3,951.16	\$ 4,088.27	\$ 4,116.34	
	BI-WEEKLY	\$ 1,461.57	\$ 1,504.56	\$ 1,579.57	\$ 1,658.81	\$ 1,741.41	\$ 1,828.23	\$ 1,886.89	\$ 1,899.85	
	HOURLY	\$ 18.27	\$ 18.81	\$ 19.74	\$ 20.74	\$ 21.77	\$ 22.85	\$ 23.59	\$ 23.75	
WASTE WATER GRADE I CERT.	ANNUALLY	\$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons							
	MONTHLY	\$ 15.65	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons							
	BI-WEEKLY	\$ 7.83	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons							
	HOURLY	\$ 1.27	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons							
CHIEF PLANT OPERATOR / PT INTERIM UTILITY WORKER / PT	ANNUALLY	\$ 12.00	\$ 12.30	\$ 12.61	\$ 12.92	\$ 13.25	\$ 13.58	\$ 13.91	\$ 14.24	
	MONTHLY	\$ 1.00	\$ 1.03	\$ 1.05	\$ 1.08	\$ 1.10	\$ 1.13	\$ 1.16	\$ 1.19	
	BI-WEEKLY	\$ 0.50	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	
	HOURLY	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.20	
ACCOUNTING CLERK / PT JANITOR / PT	ANNUALLY	\$ 12.00	\$ 12.42	\$ 12.73	\$ 13.05	\$ 13.37	\$ 13.71	\$ 14.04	\$ 14.37	
	MONTHLY	\$ 1.00	\$ 1.04	\$ 1.06	\$ 1.09	\$ 1.11	\$ 1.14	\$ 1.17	\$ 1.20	
	BI-WEEKLY	\$ 0.50	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	
	HOURLY	\$ 0.17	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.20	
LIBRARY AIDE / PT PARK MAINTENANCE / PT	ANNUALLY	\$ 12.00	\$ 12.54	\$ 12.85	\$ 13.17	\$ 13.50	\$ 13.84	\$ 14.17	\$ 14.50	
	MONTHLY	\$ 1.00	\$ 1.05	\$ 1.07	\$ 1.10	\$ 1.13	\$ 1.15	\$ 1.18	\$ 1.21	
	BI-WEEKLY	\$ 0.50	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.58	\$ 0.59	\$ 0.60	
	HOURLY	\$ 0.17	\$ 0.18	\$ 0.18	\$ 0.19	\$ 0.19	\$ 0.20	\$ 0.20	\$ 0.21	

MOU expiring 06/30/2020 Section 7.04 Incentive Pay allows for a 1% increase to base wage for those employees who obtain job related licenses or certificates which are beyond those required for their assigned classification. The specifics of which licenses or certificates qualify shall be developed jointly by representatives of the Union, the Public Works Supervisor and the General Manager. Only those licenses or certificates which are mutually agreed to shall be considered eligible for incentive pay.

The salary steps detailed above do not reflect automatic increases in pay for any employee; rather, they are set forth as an incentive for the employee to perform his/her duties in a manner that exhibits their increased value to the District. The General Manager shall review the employee's performance on an annual basis, at minimum, and recommend advancement, if warranted.

Office General Files Salary Schedule 01012020 Salary Schedule 01012020 minimum wage adj.xls 2017-18