

**MC CLOUD COMMUNITY SERVICES DISTRICT
RESOLUTION NO. 07, 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.

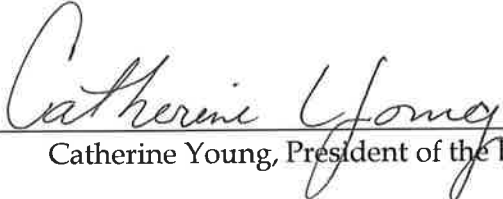
BE IT FURTHERED RESOLVED AND ORDERED that the attached Exhibit 1 is part of this resolution.

ADOPTED on September 14, 2020 by the following votes:

AYES: Hanson, Richey, Rorke, Young, Zanni

NOES:

ABSENT:



Catherine Young, President of the Board

ATTEST:



Teryl Smith, District Secretary



MCCLLOUD COMMUNITY SERVICES DISTRICT
2020-21 SALARY SCHEDULE
 Effective July 01, 2020
 New 1 year MOU agreement for approval

POSITION	TIME	07/01/19- AM	05/15/18-06/30/18 NC	07/01/17 - 05/31/18 KP	STEP 1	STEP 2	STEP 3	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								
	MONTHLY	\$ 6,250.00	\$ 5,666.67	\$ 5,833.33	\$ 6,250.00								
	BI-WEEKLY	\$ 2,884.62	\$ 2,615.38	\$ 2,692.31	\$ 2,884.62								
	HOURLY	\$ 36.06	\$ 32.69	\$ 33.65	\$ 36.06								
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$ 25,000.00											
	MONTHLY	\$ 2,083.33											
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$ 1,171.60											
	BI-WEEKLY	\$ 961.54											
FIREFIGHTER VOLUNTEERS	ANNUALLY	\$ 292.90											
	POINTS	\$ 10.00											
EMT/PARAMEDIC	POINTS	\$ 20.00											
	TIME	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8				
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	\$ 48,451.34	\$ 50,873.91	\$ 53,417.58	\$ 56,088.47	\$ 58,892.89	\$ 61,837.54	\$ 64,926.26	\$ 68,163.19	\$ 71,551.42	\$ 75,095.04	\$ 78,797.85	
	MONTHLY	\$ 4,037.61	\$ 4,239.49	\$ 4,451.47	\$ 4,674.04	\$ 4,907.74	\$ 5,153.13	\$ 5,411.42	\$ 5,681.93	\$ 5,964.50	\$ 6,259.58	\$ 6,566.48	
	BI-WEEKLY	\$ 1,863.51	\$ 1,956.69	\$ 2,054.52	\$ 2,157.25	\$ 2,265.11	\$ 2,378.37	\$ 2,496.44	\$ 2,624.42	\$ 2,762.40	\$ 2,900.38	\$ 3,048.36	
	HOURLY	\$ 23.29	\$ 24.46	\$ 25.68	\$ 26.97	\$ 28.31	\$ 29.73	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.17	\$ 38.00	
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$ 49,435.45	\$ 52,014.70	\$ 54,593.94	\$ 57,173.17	\$ 59,752.42	\$ 62,331.66	\$ 64,910.90	\$ 67,490.14	\$ 70,069.38	\$ 72,648.62	\$ 75,227.86	
	MONTHLY	\$ 4,119.62	\$ 4,334.56	\$ 4,549.49	\$ 4,764.43	\$ 4,979.37	\$ 5,194.30	\$ 5,409.24	\$ 5,624.18	\$ 5,839.12	\$ 6,054.06	\$ 6,268.99	
	BI-WEEKLY	\$ 1,901.36	\$ 2,000.57	\$ 2,099.77	\$ 2,198.97	\$ 2,298.17	\$ 2,397.37	\$ 2,496.57	\$ 2,595.77	\$ 2,694.97	\$ 2,794.17	\$ 2,893.37	
	HOURLY	\$ 23.77	\$ 25.01	\$ 26.25	\$ 27.49	\$ 28.73	\$ 29.97	\$ 31.21	\$ 32.45	\$ 33.69	\$ 34.93	\$ 36.17	
DISTRICT SECRETARY	ANNUALLY	\$ 33,977.20	\$ 35,212.17	\$ 36,944.30	\$ 38,994.91	\$ 41,378.04	\$ 44,104.67	\$ 47,183.80	\$ 50,625.43	\$ 54,440.56	\$ 58,640.19	\$ 63,235.32	
	MONTHLY	\$ 2,831.43	\$ 2,934.35	\$ 3,078.69	\$ 3,249.58	\$ 3,448.34	\$ 3,675.47	\$ 3,932.06	\$ 4,218.79	\$ 4,536.74	\$ 4,886.69	\$ 5,269.61	
	BI-WEEKLY	\$ 1,304.82	\$ 1,354.31	\$ 1,382.47	\$ 1,422.88	\$ 1,461.57	\$ 1,508.86	\$ 1,554.75	\$ 1,609.24	\$ 1,672.37	\$ 1,734.14	\$ 1,794.55	
	HOURLY	\$ 16.34	\$ 16.93	\$ 17.28	\$ 17.79	\$ 18.27	\$ 18.86	\$ 19.45	\$ 20.04	\$ 20.63	\$ 21.22	\$ 21.81	
REFUSE OPERATOR	ANNUALLY	\$ 32,870.59	\$ 35,013.41	\$ 37,156.22	\$ 39,299.04	\$ 41,441.86	\$ 43,584.67	\$ 45,727.49	\$ 47,870.30	\$ 50,013.11	\$ 52,155.92	\$ 54,298.73	
	MONTHLY	\$ 2,739.22	\$ 2,917.78	\$ 3,096.35	\$ 3,274.92	\$ 3,453.49	\$ 3,632.06	\$ 3,810.62	\$ 3,989.19	\$ 4,167.75	\$ 4,346.32	\$ 4,524.89	
	BI-WEEKLY	\$ 1,264.25	\$ 1,346.67	\$ 1,346.67	\$ 1,429.09	\$ 1,511.50	\$ 1,576.33	\$ 1,676.33	\$ 1,758.75	\$ 1,841.17	\$ 1,923.59	\$ 2,006.01	
	HOURLY	\$ 15.80	\$ 16.83	\$ 17.86	\$ 18.89	\$ 19.92	\$ 20.95	\$ 21.98	\$ 23.01	\$ 24.04	\$ 25.07	\$ 26.10	
INTERIM UTILITY WORKER	ANNUALLY	\$ 33,194.83											
	MONTHLY	\$ 2,766.24											
	BI-WEEKLY	\$ 1,276.72											
	HOURLY	\$ 15.96											
UTILITY WORKER I	ANNUALLY	\$ 35,653.71	\$ 37,263.16	\$ 38,872.60	\$ 40,504.40	\$ 42,160.59	\$ 43,942.18	\$ 45,759.17	\$ 47,611.56	\$ 49,509.35	\$ 51,452.54	\$ 53,441.13	
	MONTHLY	\$ 2,971.14	\$ 3,105.26	\$ 3,239.38	\$ 3,375.37	\$ 3,513.88	\$ 3,654.86	\$ 3,808.34	\$ 3,964.32	\$ 4,122.79	\$ 4,283.77	\$ 4,447.25	
	BI-WEEKLY	\$ 1,371.30	\$ 1,433.20	\$ 1,495.10	\$ 1,557.86	\$ 1,611.17	\$ 1,674.92	\$ 1,739.14	\$ 1,803.82	\$ 1,868.96	\$ 1,934.56	\$ 1,999.61	
	HOURLY	\$ 17.14	\$ 17.91	\$ 18.69	\$ 19.47	\$ 20.14	\$ 21.14	\$ 21.14	\$ 22.03	\$ 22.03	\$ 22.92	\$ 23.81	
UTILITY WORKER II	ANNUALLY	\$ 38,760.84	\$ 39,900.86	\$ 41,890.32	\$ 43,991.54	\$ 46,182.17	\$ 48,484.58	\$ 50,940.37	\$ 53,584.05	\$ 56,440.19	\$ 59,534.05	\$ 62,881.85	
	MONTHLY	\$ 3,230.07	\$ 3,325.07	\$ 3,490.86	\$ 3,665.96	\$ 3,848.51	\$ 4,040.38	\$ 4,241.17	\$ 4,451.68	\$ 4,671.51	\$ 4,901.17	\$ 5,140.15	
	BI-WEEKLY	\$ 1,490.80	\$ 1,534.65	\$ 1,611.17	\$ 1,691.98	\$ 1,776.24	\$ 1,864.79	\$ 1,956.53	\$ 2,051.33	\$ 2,149.24	\$ 2,250.15	\$ 2,354.15	
	HOURLY	\$ 18.64	\$ 19.18	\$ 20.14	\$ 21.15	\$ 22.20	\$ 23.31	\$ 24.06	\$ 25.26	\$ 26.56	\$ 27.96	\$ 29.46	
WASTE WATER GRADE I CERT.	Base Salary + 2% per Mou Section 2.01 c July 1, 2020 - June 30, 2021												
CHIEF PLANT OPERATOR / PT	HOURLY	\$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons										
ACCOUNTING CLERK / PT	HOURLY	\$ 12.67	\$ 13.05	\$ 13.44	\$ 13.84	\$ 14.26	\$ 14.69	\$ 15.13	\$ 15.58				
JANITOR / PT	HOURLY	\$ 12.00	\$ 12.30	\$ 12.61	\$ 12.92	\$ 13.25	\$ 13.58	\$ 13.91	\$ 14.24				
LIBRARY AIDE / PT	HOURLY	\$ 12.00	\$ 12.42	\$ 12.73	\$ 13.05	\$ 13.37	\$ 13.71	\$ 14.04	\$ 14.37				
PARK MAINTENANCE / PT	HOURLY	\$ 12.00	\$ 12.54	\$ 12.85	\$ 13.17	\$ 13.50	\$ 13.84	\$ 14.17	\$ 14.50				

MOU expiring 06/30/2021 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. Manager shall review the employee's performance on an annual basis, at minimum, and recommend advancement, if warranted.