MCCLOUD COMMUNITY SERVICES DISTRICT
2020-21 SALARY SCHEDULE
Effective July 1, 2021

New 2 year MOU agreement effective July 1. 2021 with 2% wage increase Corrected 8-23-2021

POSITION	TIME	07/01/19- AM	05/15/18-06/30/18 KD	07/01/17 - 05/31/18 KP	
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	$ 78,037.65	$ 68,000.00	$ 70,000.00	$ 75,000.00
	MONTHLY	$ 6,503.14	$ 5,666.67	$ 5,833.33	$ 6,250.00
	BI-WEEKLY	$ 3,001.45	$ 2,615.38	$ 2,692.31	$ 2,884.62
	HOURLY	$ 37.52	$ 32.69	$ 33.65	$ 36.06
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	$ 25,000.00	*Negotiated Salary		
	MONTHLY	$ 2,083.33			
	BI-WEEKLY	$ 961.54			
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	$ 1,171.60	*Negotiated Salary / Stipend		
	QUARTERLY	$ 292.90			
FIREFIGHTER VOLUNTEERS	POINTS	$ 10.00	*Paid Quarterly by Points		
EMT/PARAMEDIC	POINTS	$ 20.00	*Paid Quarterly by Points		

POSITION	TIME	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	$ 49,420.36	$ 51,894.34	$ 54,482.69	$ 57,219.55	$ 60,062.50	$ 63,075.17	$ -	$ -
	MONTHLY	$ 4,118.36	$ 4,324.53	$ 4,540.22	$ 4,768.30	$ 5,005.21	$ 5,256.26	$ -	$ -
	BI-WEEKLY	$ 1,900.78	$ 1,995.94	$ 2,095.49	$ 2,200.75	$ 2,310.10	$ 2,425.97	$ -	$ -
	HOURLY	$ 23.76	$ 24.95	$ 26.19	$ 27.51	$ 28.88	$ 30.32	$ -	$ -
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	$ 50,430.43	$ 53,061.22	$ 55,692.00	$ 58,322.78	$ 60,953.57	$ 63,584.35	$ -	$ -
	MONTHLY	$ 4,202.54	$ 4,421.77	$ 4,641.00	$ 4,860.23	$ 5,079.46	$ 5,298.70	$ -	$ -
	BI-WEEKLY	$ 1,939.63	$ 2,040.82	$ 2,142.00	$ 2,243.18	$ 2,344.37	$ 2,445.55	$ -	$ -
	HOURLY	$ 24.25	$ 25.51	$ 26.78	$ 28.04	$ 29.30	$ 30.57	$ -	$ -
DISTRICT SECRETARY	ANNUALLY	$ 34,666.94	$ 35,918.69	$ 36,661.25	$ 37,743.26	$ 38,761.63	$ 40,013.38	$ 41,710.66	$ 42,092.54
	MONTHLY	$ 2,888.91	$ 2,993.22	$ 3,055.10	$ 3,145.27	$ 3,230.14	$ 3,334.45	$ 3,475.89	$ 3,507.71
	BI-WEEKLY	$ 1,333.34	$ 1,381.49	$ 1,410.05	$ 1,451.66	$ 1,490.83	$ 1,538.98	$ 1,604.26	$ 1,618.94
	HOURLY	$ 16.67	$ 17.27	$ 17.63	$ 18.15	$ 18.64	$ 19.24	$ 20.05	$ 20.24
REFUSE OPERATOR	ANNUALLY	$ 33,521.28	$ 35,706.53	$ 37,891.78	$ 40,077.02	$ 42,262.27	$ 44,447.52	$ 46,632.77	$ 48,818.02
	MONTHLY	$ 2,793.44	$ 2,975.54	$ 3,157.65	$ 3,339.75	$ 3,521.86	$ 3,703.96	$ 3,886.06	$ 4,068.17
	BI-WEEKLY	$ 1,289.28	$ 1,373.33	$ 1,457.38	$ 1,541.42	$ 1,625.47	$ 1,709.52	$ 1,793.57	$ 1,877.62
	HOURLY	$ 16.12	$ 17.17	$ 18.22	$ 19.27	$ 20.32	$ 21.37	$ 22.42	$ 23.47
UTILITY WORKER I	ANNUALLY	$ 36,364.22	$ 37,997.86	$ 39,652.70	$ 41,307.55	$ 42,729.02	$ 44,850.62	$ 46,738.85	$ 46,844.93
	MONTHLY	$ 3,030.35	$ 3,166.49	$ 3,304.39	$ 3,442.30	$ 3,560.75	$ 3,737.55	$ 3,894.90	$ 3,903.74
	BI-WEEKLY	$ 1,398.62	$ 1,461.46	$ 1,525.10	$ 1,588.75	$ 1,643.42	$ 1,725.02	$ 1,797.65	$ 1,801.73
	HOURLY	$ 17.48	$ 18.27	$ 19.06	$ 19.86	$ 20.54	$ 21.56	$ 22.47	$ 22.52
UTILITY WORKER II	ANNUALLY	$ 39,546.62	$ 40,692.29	$ 42,729.02	$ 44,871.84	$ 47,099.52	$ 49,454.50	$ 51,045.70	$ 51,385.15
	MONTHLY	$ 3,295.55	$ 3,391.02	$ 3,560.75	$ 3,739.32	$ 3,924.96	$ 4,121.21	$ 4,253.81	$ 4,282.10
	BI-WEEKLY	$ 1,521.02	$ 1,565.09	$ 1,643.42	$ 1,725.84	$ 1,811.52	$ 1,902.10	$ 1,963.30	$ 1,976.35
	HOURLY	$ 19.01	$ 19.56	$ 20.54	$ 21.57	$ 22.64	$ 23.78	$ 24.54	$ 24.70
WASTE WATER GRADE I CERT.									
CHIEF PLANT OPERATOR / PT	HOURLY	$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons						
INTERIM UTILITY WORKER / PT	HOURLY	$ 15.65							
ACCOUNTING CLERK / PT	HOURLY	$ 13.00	$ 13.39	$ 13.79	$ 14.21	$ 14.63	$ 15.07	$ 15.52	$ 15.99
JANITOR / PT	HOURLY	$ 13.00	$ 13.33	$ 13.66	$ 14.00	$ 14.35	$ 14.71	$ -	$ -
LIBRARY AIDE / PT	HOURLY	$ 13.00	$ 13.46	$ 13.93	$ 14.41	$ 14.92	$ 15.44	$ -	$ -
PARK MAINTENANCE / PT	HOURLY	$ 13.00	$ 13.59	$ 14.20	$ 14.84	$ 15.50	$ 16.20	$ -	$ -

MOU expiring 06/30/2023 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 to the employee to perform his/her duties in a manner that enhances 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.

2020-21 SALARY SCHEDULE

Effective January 1, 2022

New 2 year MOU agreement with January 1, 2022 minimun wage increase to $14 Corrected 8-23-2021

POSITION	TIME	07/01/19- AM	05/15/18-06/30/18 KD	07/01/17 - 05/31/18 KP	
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	$ 78,037.65	$ 68,000.00	$ 70,000.00	$ 75,000.00
	MONTHLY	$ 6,503.14	$ 5,666.67	$ 5,833.33	$ 6,250.00
	BI-WEEKLY	$ 3,001.45	$ 2,615.38	$ 2,692.31	$ 2,884.62
	HOURLY	$ 37.52	$ 32.69	$ 33.65	$ 36.06
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	$ 25,000.00	*Negotiated Salary		
	MONTHLY	$ 2,083.33			
	BI-WEEKLY	$ 961.54			
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	$ 1,171.60	*Negotiated Salary / Stipend		
	QUARTERLY	$ 292.90			
FIREFIGHTER VOLUNTEERS	POINTS	$ 10.00	*Paid Quarterly by Points		
EMT/PARAMEDIC	POINTS	$ 20.00	*Paid Quarterly by Points		

POSITION	TIME	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	$ 49,420.36	$ 51,894.34	$ 54,482.69	$ 57,219.55	$ 60,062.50	$ 63,075.17	$ -	$ -
	MONTHLY	$ 4,118.36	$ 4,324.53	$ 4,540.22	$ 4,768.30	$ 5,005.21	$ 5,256.26	$ -	$ -
	BI-WEEKLY	$ 1,900.78	$ 1,995.94	$ 2,095.49	$ 2,200.75	$ 2,310.10	$ 2,425.97	$ -	$ -
	HOURLY	$ 23.76	$ 24.95	$ 26.19	$ 27.51	$ 28.88	$ 30.32	$ -	$ -
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	$ 50,430.43	$ 53,061.22	$ 55,692.00	$ 58,322.78	$ 60,953.57	$ 63,584.35	$ -	$ -
	MONTHLY	$ 4,202.54	$ 4,421.77	$ 4,641.00	$ 4,860.23	$ 5,079.46	$ 5,298.70	$ -	$ -
	BI-WEEKLY	$ 1,939.63	$ 2,040.82	$ 2,142.00	$ 2,243.18	$ 2,344.37	$ 2,445.55	$ -	$ -
	HOURLY	$ 24.25	$ 25.51	$ 26.78	$ 28.04	$ 29.30	$ 30.57	$ -	$ -
DISTRICT SECRETARY	ANNUALLY	$ 34,666.94	$ 35,918.69	$ 36,661.25	$ 37,743.26	$ 38,761.63	$ 40,013.38	$ 41,710.66	$ 42,092.54
	MONTHLY	$ 2,888.91	$ 2,993.22	$ 3,055.10	$ 3,145.27	$ 3,230.14	$ 3,334.45	$ 3,475.89	$ 3,507.71
	BI-WEEKLY	$ 1,333.34	$ 1,381.49	$ 1,410.05	$ 1,451.66	$ 1,490.83	$ 1,538.98	$ 1,604.26	$ 1,618.94
	HOURLY	$ 16.67	$ 17.27	$ 17.63	$ 18.15	$ 18.64	$ 19.24	$ 20.05	$ 20.24
REFUSE OPERATOR	ANNUALLY	$ 33,521.28	$ 35,706.53	$ 37,891.78	$ 40,077.02	$ 42,262.27	$ 44,447.52	$ 46,632.77	$ 48,818.02
	MONTHLY	$ 2,793.44	$ 2,975.54	$ 3,157.65	$ 3,339.75	$ 3,521.86	$ 3,703.96	$ 3,886.06	$ 4,068.17
	BI-WEEKLY	$ 1,289.28	$ 1,373.33	$ 1,457.38	$ 1,541.42	$ 1,625.47	$ 1,709.52	$ 1,793.57	$ 1,877.62
	HOURLY	$ 16.12	$ 17.17	$ 18.22	$ 19.27	$ 20.32	$ 21.37	$ 22.42	$ 23.47
UTILITY WORKER I	ANNUALLY	$ 36,364.22	$ 37,997.86	$ 39,652.70	$ 41,307.55	$ 42,729.02	$ 44,850.62	$ 46,738.85	$ 46,844.93
	MONTHLY	$ 3,030.35	$ 3,166.49	$ 3,304.39	$ 3,442.30	$ 3,560.75	$ 3,737.55	$ 3,894.90	$ 3,903.74
	BI-WEEKLY	$ 1,398.62	$ 1,461.46	$ 1,525.10	$ 1,588.75	$ 1,643.42	$ 1,725.02	$ 1,797.65	$ 1,801.73
	HOURLY	$ 17.48	$ 18.27	$ 19.06	$ 19.86	$ 20.54	$ 21.56	$ 22.47	$ 22.52
UTILITY WORKER II	ANNUALLY	$ 39,546.62	$ 40,692.29	$ 42,729.02	$ 44,871.84	$ 47,099.52	$ 49,454.50	$ 51,045.70	$ 51,385.15
	MONTHLY	$ 3,295.55	$ 3,391.02	$ 3,560.75	$ 3,739.32	$ 3,924.96	$ 4,121.21	$ 4,253.81	$ 4,282.10
	BI-WEEKLY	$ 1,521.02	$ 1,565.09	$ 1,643.42	$ 1,725.84	$ 1,811.52	$ 1,902.10	$ 1,963.30	$ 1,976.35
	HOURLY	$ 19.01	$ 19.56	$ 20.54	$ 21.57	$ 22.64	$ 23.78	$ 24.54	$ 24.70
WASTE WATER GRADE I CERT.									
CHIEF PLANT OPERATOR / PT	HOURLY	$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons						
INTERIM UTILITY WORKER / PT	HOURLY	$ 15.65							
ACCOUNTING CLERK / PT	HOURLY	$ 14.00	$ 14.42	$ 14.85	$ 15.30	$ 15.76	$ 16.23	$ 16.72	$ 17.22
JANITOR / PT	HOURLY	$ 14.00	$ 14.35	$ 14.71	$ 15.08	$ 15.45	$ 15.84	$ -	$ -
LIBRARY AIDE / PT	HOURLY	$ 14.00	$ 14.49	$ 15.00	$ 15.52	$ 16.07	$ 16.63	$ -	$ -
PARK MAINTENANCE / PT	HOURLY	$ 14.00	$ 14.63	$ 15.29	$ 15.98	$ 16.70	$ 17.45	$ -	$ -

MOU expiring 06/30/2023 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 effect automatic increases in pay for an employee, rather, they are set in place 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.

MCCLOUD COMMUNITY SERVICES DISTRICT

2020-21 SALARY SCHEDULE

Effective July 1, 2022

New 2 year MOU agreement effective July 1, 2022 with 2% wage increase Corrected 8-23-2021

POSITION	TIME	07/01/19- AM	05/15/18-06/30/18 KD	07/01/17 - 05/31/18 KP	
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	$ 79,598.40	$ 68,000.00	$ 70,000.00	$ 75,000.00
	MONTHLY	$ 6,633.20	$ 5,666.67	$ 5,833.33	$ 6,250.00
	BI-WEEKLY	$ 3,061.48	$ 2,615.38	$ 2,692.31	$ 2,884.62
	HOURLY	$ 38.27	$ 32.69	$ 33.65	$ 36.06
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	$ 25,000.00	*Negotiated Salary		
	MONTHLY	$ 2,083.33			
	BI-WEEKLY	$ 961.54			
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	$ 1,171.60	*Negotiated Salary / Stipend		
	QUARTERLY	$ 292.90			
FIREFIGHTER VOLUNTEERS	POINTS	$ 10.00	*Paid Quarterly by Points		
EMT/PARAMEDIC	POINTS	$ 20.00	*Paid Quarterly by Points		

POSITION	TIME	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	$ 50,408.77	$ 52,932.22	$ 55,572.34	$ 58,363.94	$ 61,263.75	$ 64,336.67	$ -	$ -
	MONTHLY	$ 4,200.73	$ 4,411.02	$ 4,631.03	$ 4,863.66	$ 5,105.31	$ 5,361.39	$ -	$ -
	BI-WEEKLY	$ 1,938.80	$ 2,035.85	$ 2,137.40	$ 2,244.77	$ 2,356.30	$ 2,474.49	$ -	$ -
	HOURLY	$ 24.23	$ 25.45	$ 26.72	$ 28.06	$ 29.45	$ 30.93	$ -	$ -
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	$ 51,439.04	$ 54,122.44	$ 56,805.84	$ 59,489.24	$ 62,172.64	$ 64,856.04	$ -	$ -
	MONTHLY	$ 4,286.59	$ 4,510.20	$ 4,733.82	$ 4,957.44	$ 5,181.05	$ 5,404.67	$ -	$ -
	BI-WEEKLY	$ 1,978.42	$ 2,081.63	$ 2,184.84	$ 2,288.05	$ 2,391.26	$ 2,494.46	$ -	$ -
	HOURLY	$ 24.73	$ 26.02	$ 27.31	$ 28.60	$ 29.89	$ 31.18	$ -	$ -
DISTRICT SECRETARY	ANNUALLY	$ 35,360.28	$ 36,637.06	$ 37,394.47	$ 38,498.13	$ 39,536.86	$ 40,813.64	$ 42,544.87	$ 42,934.39
	MONTHLY	$ 2,946.69	$ 3,053.09	$ 3,116.21	$ 3,208.18	$ 3,294.74	$ 3,401.14	$ 3,545.41	$ 3,577.87
	BI-WEEKLY	$ 1,360.01	$ 1,409.12	$ 1,438.25	$ 1,480.70	$ 1,520.65	$ 1,569.76	$ 1,636.34	$ 1,651.32
	HOURLY	$ 17.00	$ 17.61	$ 17.98	$ 18.51	$ 19.01	$ 19.62	$ 20.45	$ 20.64
REFUSE OPERATOR	ANNUALLY	$ 34,191.71	$ 36,420.66	$ 38,649.61	$ 40,878.56	$ 43,107.52	$ 45,336.47	$ 47,565.42	$ 49,794.38
	MONTHLY	$ 2,849.31	$ 3,035.05	$ 3,220.80	$ 3,406.55	$ 3,592.29	$ 3,778.04	$ 3,963.79	$ 4,149.53
	BI-WEEKLY	$ 1,315.07	$ 1,400.79	$ 1,486.52	$ 1,572.25	$ 1,657.98	$ 1,743.71	$ 1,829.44	$ 1,915.17
	HOURLY	$ 16.44	$ 17.51	$ 18.58	$ 19.65	$ 20.72	$ 21.80	$ 22.87	$ 23.94
UTILITY WORKER I	ANNUALLY	$ 37,091.51	$ 38,757.81	$ 40,445.76	$ 42,133.70	$ 43,583.60	$ 45,747.64	$ 47,673.62	$ 47,781.83
	MONTHLY	$ 3,090.96	$ 3,229.82	$ 3,370.48	$ 3,511.14	$ 3,631.97	$ 3,812.30	$ 3,972.80	$ 3,981.82
	BI-WEEKLY	$ 1,426.60	$ 1,490.69	$ 1,555.61	$ 1,620.53	$ 1,676.29	$ 1,759.52	$ 1,833.60	$ 1,837.76
	HOURLY	$ 17.83	$ 18.63	$ 19.45	$ 20.26	$ 20.95	$ 21.99	$ 22.92	$ 22.97
UTILITY WORKER II	ANNUALLY	$ 40,337.56	$ 41,506.13	$ 43,583.60	$ 45,769.28	$ 48,041.51	$ 50,443.59	$ 52,066.61	$ 52,412.86
	MONTHLY	$ 3,361.46	$ 3,458.84	$ 3,631.97	$ 3,814.11	$ 4,003.46	$ 4,203.63	$ 4,338.88	$ 4,367.74
	BI-WEEKLY	$ 1,551.44	$ 1,596.39	$ 1,676.29	$ 1,760.36	$ 1,847.75	$ 1,940.14	$ 2,002.56	$ 2,015.88
	HOURLY	$ 19.39	$ 19.95	$ 20.95	$ 22.00	$ 23.10	$ 24.25	$ 25.03	$ 25.20
WASTE WATER GRADE I CERT.									
CHIEF PLANT OPERATOR / PT	HOURLY	$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons						
INTERIM UTILITY WORKER / PT	HOURLY	$ 15.65							
ACCOUNTING CLERK / PT	HOURLY	$ 14.00	$ 14.42	$ 14.85	$ 15.30	$ 15.76	$ 16.23	$ 16.72	$ 17.22
JANITOR / PT	HOURLY	$ 14.00	$ 14.35	$ 14.71	$ 15.08	$ 15.45	$ 15.84	$ -	$ -
LIBRARY AIDE / PT	HOURLY	$ 14.00	$ 14.49	$ 15.00	$ 15.52	$ 16.07	$ 16.63	$ -	$ -
PARK MAINTENANCE / PT	HOURLY	$ 14.00	$ 14.63	$ 15.29	$ 15.98	$ 16.70	$ 17.45	$ -	$ -

MOU expiring 06/30/2023 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 determined jointly between management, 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. Employees qualified shall be compensated at the rate of 1% of their base pay for the Public Works Supervisor and the General Manager. The employee performs his/her duties in a manner that increases their value to the District. The General Manager shall review the employee's performance on an annual basis, at minimum, and recommend advancement, if warranted.

MCCLOUD COMMUNITY SERVICES DISTRICT
2020-21 SALARY SCHEDULE
Effective January 1, 2023
New 2 year MOU agreement with January 1, 2023 minimun wage increase to $15 Corrected 8-23-2021

POSITION	TIME	07/01/19- AM	05/15/18-06/30/18 KD	07/01/17 - 05/31/18 KP	
GENERAL MANAGER	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

FSLA OT Exempt	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	*Negotiated Salary						
	MONTHLY	$ 2,083.33							
	BI-WEEKLY	$ 961.54							
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	$ 1,171.60	*Negotiated Salary / Stipend						
	QUARTERLY	$ 292.90							
FIREFIGHTER VOLUNTEERS	POINTS	$ 10.00	*Paid Quarterly by Points						
EMT/PARAMEDIC	POINTS	$ 20.00	*Paid Quarterly by Points						
POSITION	**TIME**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**	**STEP 6**	**STEP 7**	**STEP 8**
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	$ 50,408.77	$ 52,932.22	$ 55,572.34	$ 58,363.94	$ 61,263.75	$ 64,336.67	$ -	$ -
	MONTHLY	$ 4,200.73	$ 4,411.02	$ 4,631.03	$ 4,863.66	$ 5,105.31	$ 5,361.39	$ -	$ -
	BI-WEEKLY	$ 1,938.80	$ 2,035.85	$ 2,137.40	$ 2,244.77	$ 2,356.30	$ 2,474.49	$ -	$ -
	HOURLY	$ 24.23	$ 25.45	$ 26.72	$ 28.06	$ 29.45	$ 30.93	$ -	$ -
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	$ 51,439.04	$ 54,122.44	$ 56,805.84	$ 59,489.24	$ 62,172.64	$ 64,856.04	$ -	$ -
	MONTHLY	$ 4,286.59	$ 4,510.20	$ 4,733.82	$ 4,957.44	$ 5,181.05	$ 5,404.67	$ -	$ -
	BI-WEEKLY	$ 1,978.42	$ 2,081.63	$ 2,184.84	$ 2,288.05	$ 2,391.26	$ 2,494.46	$ -	$ -
	HOURLY	$ 24.73	$ 26.02	$ 27.31	$ 28.60	$ 29.89	$ 31.18	$ -	$ -
DISTRICT SECRETARY	ANNUALLY	$ 35,360.28	$ 36,637.06	$ 37,394.47	$ 38,498.13	$ 39,536.86	$ 40,813.64	$ 42,544.87	$ 42,934.39
	MONTHLY	$ 2,946.69	$ 3,053.09	$ 3,116.21	$ 3,208.18	$ 3,294.74	$ 3,401.14	$ 3,545.41	$ 3,577.87
	BI-WEEKLY	$ 1,360.01	$ 1,409.12	$ 1,438.25	$ 1,480.70	$ 1,520.65	$ 1,569.76	$ 1,636.34	$ 1,651.32
	HOURLY	$ 17.00	$ 17.61	$ 17.98	$ 18.51	$ 19.01	$ 19.62	$ 20.45	$ 20.64
REFUSE OPERATOR	ANNUALLY	$ 34,191.71	$ 36,420.66	$ 38,649.61	$ 40,878.56	$ 43,107.52	$ 45,336.47	$ 47,565.42	$ 49,794.38
	MONTHLY	$ 2,849.31	$ 3,035.05	$ 3,220.80	$ 3,406.55	$ 3,592.29	$ 3,778.04	$ 3,963.79	$ 4,149.53
	BI-WEEKLY	$ 1,315.07	$ 1,400.79	$ 1,486.52	$ 1,572.25	$ 1,657.98	$ 1,743.71	$ 1,829.44	$ 1,915.17
	HOURLY	$ 16.44	$ 17.51	$ 18.58	$ 19.65	$ 20.72	$ 21.80	$ 22.87	$ 23.94
UTILITY WORKER I	ANNUALLY	$ 37,091.51	$ 38,757.81	$ 40,445.76	$ 42,133.70	$ 43,583.60	$ 45,747.64	$ 47,673.62	$ 47,781.83
	MONTHLY	$ 3,090.96	$ 3,229.82	$ 3,370.48	$ 3,511.14	$ 3,631.97	$ 3,812.30	$ 3,972.80	$ 3,981.82
	BI-WEEKLY	$ 1,426.60	$ 1,490.69	$ 1,555.61	$ 1,620.53	$ 1,676.29	$ 1,759.52	$ 1,833.60	$ 1,837.76
	HOURLY	$ 17.83	$ 18.63	$ 19.45	$ 20.26	$ 20.95	$ 21.99	$ 22.92	$ 22.97
UTILITY WORKER II	ANNUALLY	$ 40,337.56	$ 41,506.13	$ 43,583.60	$ 45,769.28	$ 48,041.51	$ 50,443.59	$ 52,066.61	$ 52,412.86
	MONTHLY	$ 3,361.46	$ 3,458.84	$ 3,631.97	$ 3,814.11	$ 4,003.46	$ 4,203.63	$ 4,338.88	$ 4,367.74
	BI-WEEKLY	$ 1,551.44	$ 1,596.39	$ 1,676.29	$ 1,760.36	$ 1,847.75	$ 1,940.14	$ 2,002.56	$ 2,015.88
	HOURLY	$ 19.39	$ 19.95	$ 20.95	$ 22.00	$ 23.10	$ 24.25	$ 25.03	$ 25.20
WASTE WATER GRADE I CERT.									
CHIEF PLANT OPERATOR / PT	HOURLY	$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons						
INTERIM UTILITY WORKER / PT	HOURLY	$ 15.65							
ACCOUNTING CLERK / PT	HOURLY	$ 15.00	$ 15.45	$ 15.91	$ 16.39	$ 16.88	$ 17.39	$ 17.91	$ 18.45
JANITOR / PT	HOURLY	$ 15.00	$ 15.38	$ 15.76	$ 16.15	$ 16.56	$ 16.97	$ -	$ -
LIBRARY AIDE / PT	HOURLY	$ 15.00	$ 15.53	$ 16.07	$ 16.63	$ 17.21	$ 17.82	$ -	$ -
PARK MAINTENANCE / PT	HOURLY	$ 15.00	$ 15.68	$ 16.38	$ 17.12	$ 17.89	$ 18.69	$ -	$ -

MOU expiring 06/30/2023 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 initially 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 effect automatic increases in pay for any employee; rather, they are set up as an incentive for the employee to perform his/her duties in a manner that enhances 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.