



MCCLOUD COMMUNITY SERVICES DISTRICT

Ammended 2017-18 SALARY SCHEDULE

Effective April 24, 2018

APPROVED AND ADOPTED BY THE AGENCY BOARD ON April 23, 2018 by Resolution No. 02, 2018

POSITION	TIME	05/15/18-06/30/18 KD	07/01/17 - 05/31/18 KP		
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	\$ 68,000.00	\$ 70,000.00	\$ 75,000.00	*Negotiated Salary
	MONTHLY	\$ 5,666.67	\$ 5,833.33	\$ 6,250.00	
	BI-WEEKLY	\$ 2,615.38	\$ 2,692.31	\$ 2,884.62	
	HOURLY	\$ 32.69	\$ 33.65	\$ 36.06	
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$ 25,137.06	*Negotiated Salary		
	MONTHLY	\$ 2,094.76			
	BI-WEEKLY	\$ 966.81			
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$ 1,171.60	*Negotiated Salary / Stipend		
	QUARTERLY	\$ 292.90			
FIREFIGHTER VOLUNTEERS	POINTS	\$ 10.00	*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	\$ 46,565.34	\$ 48,893.62	\$ 51,338.28	\$ 53,905.21	\$ 56,600.47	\$ 59,430.49	\$ -	\$ -
	MONTHLY	\$ 3,880.45	\$ 4,074.47	\$ 4,278.19	\$ 4,492.10	\$ 4,716.71	\$ 4,952.54	\$ -	\$ -
	BI-WEEKLY	\$ 1,790.97	\$ 1,880.52	\$ 1,974.55	\$ 2,073.28	\$ 2,176.94	\$ 2,285.79	\$ -	\$ -
	HOURLY	\$ 22.39	\$ 23.51	\$ 24.68	\$ 25.92	\$ 27.21	\$ 28.57	\$ -	\$ -
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$ 47,511.16	\$ 49,990.00	\$ 52,468.84	\$ 54,947.69	\$ 57,426.53	\$ 59,905.37	\$ -	\$ -
	MONTHLY	\$ 3,959.26	\$ 4,165.83	\$ 4,372.40	\$ 4,578.97	\$ 4,785.54	\$ 4,992.11	\$ -	\$ -
	BI-WEEKLY	\$ 1,827.35	\$ 1,922.69	\$ 2,018.03	\$ 2,113.37	\$ 2,208.71	\$ 2,304.05	\$ -	\$ -
	HOURLY	\$ 22.84	\$ 24.03	\$ 25.23	\$ 26.42	\$ 27.61	\$ 28.80	\$ -	\$ -
DISTRICT SECRETARY	ANNUALLY	\$ 32,654.63	\$ 33,841.52	\$ 34,545.16	\$ 35,554.87	\$ 36,521.62	\$ 37,703.20	\$ 38,645.78	\$ 39,611.93
	MONTHLY	\$ 2,721.22	\$ 2,820.13	\$ 2,878.76	\$ 2,962.91	\$ 3,043.47	\$ 3,141.93	\$ 3,220.48	\$ 3,300.99
	BI-WEEKLY	\$ 1,255.95	\$ 1,301.60	\$ 1,328.66	\$ 1,367.50	\$ 1,404.68	\$ 1,450.12	\$ 1,486.38	\$ 1,523.54
	HOURLY	\$ 15.70	\$ 16.27	\$ 16.61	\$ 17.09	\$ 17.56	\$ 18.13	\$ 18.58	\$ 19.04
REFUSE OPERATOR	ANNUALLY	\$ 31,907.00	\$ 33,987.00	\$ 36,067.00	\$ 38,147.00	\$ 40,227.00	\$ 42,307.00	\$ 44,387.00	\$ 46,467.00
	MONTHLY	\$ 2,659.00	\$ 2,832.00	\$ 3,006.00	\$ 3,179.00	\$ 3,352.00	\$ 3,526.00	\$ 3,699.00	\$ 3,872.00
	BI-WEEKLY	\$ 1,227.00	\$ 1,307.00	\$ 1,387.00	\$ 1,467.00	\$ 1,547.00	\$ 1,627.00	\$ 1,707.00	\$ 1,787.00
	HOURLY	\$ 15.34	\$ 16.34	\$ 17.34	\$ 18.34	\$ 19.34	\$ 20.34	\$ 21.34	\$ 22.34
INTERIM UTILITY WORKER	ANNUALLY	\$ 31,907.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	MONTHLY	\$ 2,658.93	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	BI-WEEKLY	\$ 1,227.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	HOURLY	\$ 15.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
UTILITY WORKER I	ANNUALLY	\$ 34,265.87	\$ 35,812.67	\$ 37,359.47	\$ 38,927.75	\$ 40,259.72	\$ 42,257.66	\$ 43,314.10	\$ 44,396.96
	MONTHLY	\$ 2,855.49	\$ 2,984.39	\$ 3,113.29	\$ 3,243.98	\$ 3,354.98	\$ 3,521.47	\$ 3,609.51	\$ 3,699.75
	BI-WEEKLY	\$ 1,317.92	\$ 1,377.41	\$ 1,436.90	\$ 1,497.22	\$ 1,548.45	\$ 1,625.29	\$ 1,665.93	\$ 1,707.58
	HOURLY	\$ 16.47	\$ 17.22	\$ 17.96	\$ 18.72	\$ 19.36	\$ 20.32	\$ 20.82	\$ 21.34
UTILITY WORKER II	ANNUALLY	\$ 37,252.05	\$ 38,347.70	\$ 40,259.72	\$ 42,279.15	\$ 44,384.51	\$ 46,597.29	\$ 47,762.22	\$ 48,956.28
	MONTHLY	\$ 3,104.34	\$ 3,195.64	\$ 3,354.98	\$ 3,523.26	\$ 3,698.71	\$ 3,883.11	\$ 3,980.19	\$ 4,079.69
	BI-WEEKLY	\$ 1,432.77	\$ 1,474.91	\$ 1,548.45	\$ 1,626.12	\$ 1,707.10	\$ 1,792.20	\$ 1,837.01	\$ 1,882.93
	HOURLY	\$ 17.91	\$ 18.44	\$ 19.36	\$ 20.33	\$ 21.34	\$ 22.40	\$ 22.96	\$ 23.54
WASTE WATER GRADE I CERT.	Base Salary + 2% per Mou Section 2.01 c July 1, 2017 - July 1, 2020								
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	\$ 15.34							
ACCOUNTING CLERK / PT	HOURLY	\$ 12.42	\$ 12.80	\$ 13.18	\$ 13.57	\$ 13.98	\$ 14.40	\$ 14.83	\$ 15.28
JANITOR / PT	HOURLY	\$ 10.50	\$ 10.33	\$ 10.50	\$ 11.02	\$ 11.58	\$ 12.15	\$ -	\$ -
LIBRARY AIDE / PT	HOURLY	\$ 10.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
PARK MAINTENANCE / PT	HOURLY	\$ 10.50	\$ 11.36	\$ 12.39	\$ 12.91	\$ 13.17	\$ 13.43	\$ -	\$ -

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.