



**BIG BEAR CITY COMMUNITY SERVICES DISTRICT**

**FY 2020-21 SALARY PLAN**

Water, Sewer, Solid Waste, and Administrative Positions

Effective 07/01/20

Job Classification	Base Salary	Step Plan									
	Hourly Rates	1	2	3	4	5	6	7	8	9	10
Administrative Department Manager	\$39.74 - \$48.87	39.74	41.25	42.80	44.32	45.80	47.34	48.87	N/A	N/A	N/A
Collection Systems Operator	\$20.87 - \$29.39	20.87	22.28	23.70	25.14	26.54	27.95	29.39	N/A	N/A	N/A
Customer Service Representative	\$21.36 - \$29.93	21.36	22.79	24.20	25.63	27.07	28.49	29.93	N/A	N/A	N/A
Finance Officer	\$51.43 - \$67.68	51.43	53.49	55.63	57.85	60.17	62.58	65.08	67.68	N/A	N/A
Financial Analyst	\$33.43 - \$41.09	33.43	34.59	35.81	37.05	38.36	39.71	41.09	N/A	N/A	N/A
General Manager	\$89.29	-	-	-	-	-	-	-	-	-	-
Human Resources Manager/Board Sec	\$39.74 - \$48.87	39.74	41.25	42.80	44.32	45.80	47.34	48.87	N/A	N/A	N/A
N/R Temporary Workers	\$18.78	-	-	-	-	-	-	-	-	-	-
Information Technologies Manager	\$39.74 - \$48.87	39.74	41.25	42.80	44.32	45.80	47.34	48.87	N/A	N/A	N/A
Sewer Foreman	\$30.55 - \$39.37	30.55	31.70	32.98	34.26	35.51	36.82	38.09	39.37	N/A	N/A
Sewer Superintendent	\$41.14 - \$56.50	41.14	42.90	44.67	46.62	48.61	50.59	52.54	54.53	56.50	N/A
Solid Waste Collection Specialist	\$20.87 - \$29.39	20.87	22.28	23.70	25.14	26.54	27.95	29.39	N/A	N/A	N/A
Solid Waste Foreman	\$30.55 - \$39.37	30.55	31.70	32.98	34.26	35.51	36.82	38.09	39.37	N/A	N/A
Solid Waste Superintendent	\$41.14 - \$56.50	41.14	42.90	44.67	46.62	48.61	50.59	52.54	54.53	56.50	N/A
Water Foreman	\$30.55 - \$39.37	30.55	31.70	32.98	34.26	35.51	36.82	38.09	39.37	N/A	N/A
Water Services Worker	\$20.87 - \$29.39	20.87	22.28	23.70	25.14	26.54	27.95	29.39	N/A	N/A	N/A
Water Superintendent	\$41.14 - \$56.50	41.14	42.90	44.67	46.62	48.61	50.59	52.54	54.53	56.50	N/A
<b>Longevity Bonus:</b>											
Big Bear City Community Services District Employees Association:	One longevity payment of 10% of gross salary on 25th Anniversary										
Adopted by the Board of Directors as of 07/06/20, Revised 07/22/20											