



BIG BEAR CITY COMMUNITY SERVICES DISTRICT
FY 2022-23 SALARY PLAN
 Water, Sewer, Solid Waste, and Administrative Positions
 Effective 09/01/22

Job Classification	Base Salary	Step Plan								
	Hourly Rates	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
Administrative Department Manager	\$43.00 - \$52.89	43.00	44.64	46.32	47.96	49.57	51.22	52.89	N/A	N/A
Collection Systems Operator	\$22.58 - \$31.81	22.58	24.11	25.65	27.20	28.72	30.25	31.81	N/A	N/A
Customer Service Representative	\$23.11 - \$32.39	23.11	24.65	26.19	27.73	29.29	30.83	32.39	N/A	N/A
Finance Officer	\$55.65 - \$73.24	55.65	57.88	60.20	62.60	65.10	67.72	70.42	73.24	N/A
Financial Analyst	\$36.17 - \$44.46	36.17	37.43	38.74	40.09	41.51	42.96	44.46	N/A	N/A
General Manager	\$103.06	-	-	-	-	-	-	-	-	-
Human Resources Manager/Board Sec	\$43.00 - \$52.89	43.00	44.64	46.32	47.96	49.57	51.22	52.89	N/A	N/A
N/R Temporary Workers	\$20.32	-	-	-	-	-	-	-	-	-
Information Technologies Manager	\$43.00 - \$52.89	43.00	44.64	46.32	47.96	49.57	51.22	52.89	N/A	N/A
Sewer Foreman	\$33.06 - \$42.60	33.06	34.30	35.69	37.06	38.43	39.84	41.22	42.60	N/A
Sewer Superintendent	\$44.52 - \$61.14	44.52	46.42	48.33	50.45	52.60	54.74	56.86	59.01	61.14
Solid Waste Collection Specialist	\$22.58 - \$31.81	22.58	24.11	25.65	27.20	28.72	30.25	31.81	N/A	N/A
Solid Waste Foreman	\$33.06 - \$42.60	33.06	34.30	35.69	37.06	38.43	39.84	41.22	42.60	N/A
Solid Waste Superintendent	\$44.52 - \$61.14	44.52	46.42	48.33	50.45	52.60	54.74	56.86	59.01	61.14
Water Foreman	\$33.06 - \$42.60	33.06	34.30	35.69	37.06	38.43	39.84	41.22	42.60	N/A
Water Services Worker	\$22.58 - \$31.81	22.58	24.11	25.65	27.20	28.72	30.25	31.81	N/A	N/A
Water Superintendent	\$44.52 - \$61.14	44.52	46.42	48.33	50.45	52.60	54.74	56.86	59.01	61.14
Longevity Bonus:										
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 09/19/22										