



**BIG BEAR CITY COMMUNITY SERVICES DISTRICT**  
**FY 2023-24 SALARY PLAN**  
 Water, Sewer, Solid Waste, and Administrative Positions  
 Effective 07/01/23

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	\$45.58 - \$56.06	45.58	47.32	49.10	50.84	52.54	54.29	56.06	N/A	N/A
Collection Systems Operator	\$23.93 - \$33.72	23.93	25.56	27.19	28.83	30.44	32.07	33.72	N/A	N/A
Customer Service Representative	\$24.50 - \$34.33	24.50	26.13	27.76	29.39	31.05	32.68	34.33	N/A	N/A
Finance Officer	\$58.99 - \$77.63	58.99	61.35	63.81	66.36	69.01	71.78	74.65	77.63	N/A
Financial Analyst	\$38.34 - \$47.13	38.34	39.68	41.06	42.50	44.00	45.54	47.13	N/A	N/A
General Manager	\$81.74	-	-	-	-	-	-	-	-	-
Human Resources Manager/Board Sec	\$45.58 - \$56.06	45.58	47.32	49.10	50.84	52.54	54.29	56.06	N/A	N/A
N/R Temporary Workers	\$21.54	-	-	-	-	-	-	-	-	-
Information Technologies Manager	\$45.58 - \$56.06	45.58	47.32	49.10	50.84	52.54	54.29	56.06	N/A	N/A
Sewer Foreman	\$35.04 - \$45.16	35.04	36.36	37.81	39.28	40.74	42.23	43.69	45.16	N/A
Sewer Superintendent	\$47.19 - \$64.81	47.19	49.21	51.23	53.48	55.76	58.02	60.27	62.55	64.81
Solid Waste Collection Specialist	\$23.93 - \$33.72	23.93	25.56	27.19	28.83	30.44	32.07	33.72	N/A	N/A
Solid Waste Foreman	\$35.04 - \$45.16	35.04	36.36	37.83	39.28	40.74	42.23	43.69	45.16	N/A
Solid Waste Superintendent	\$47.19 - \$64.81	47.19	49.21	51.23	53.48	55.76	58.02	60.27	62.55	64.81
Water Foreman	\$35.04 - \$45.16	35.04	36.36	37.83	39.28	40.74	42.23	43.69	45.16	N/A
Water Services Worker	\$23.93 - \$33.72	23.93	25.56	27.19	28.83	30.44	32.07	33.72	N/A	N/A
Water Superintendent	\$47.19 - \$64.81	47.19	49.21	51.23	53.48	55.76	58.02	60.27	62.55	64.81
Longevity Bonus:										
Big Bear City Community Services District Employees Association: Adopted by the Board of Directors as of 6/19/23, Updated 9/4/23	One longevity payment of 10% of gross salary on 25th Anniversary									