



BIG BEAR CITY COMMUNITY SERVICES DISTRICT

FY 2021-22 SALARY PLAN

Water, Sewer, Solid Waste, and Administrative Positions

Effective 07/01/21

Job Classification	Base Salary	Step Plan									
	Hourly Rates	1	2	3	4	5	6	7	8	9	10
Administrative Department Manager	\$40.64 - \$49.97	40.64	42.18	43.76	45.32	46.84	48.40	49.97	N/A	N/A	N/A
Collection Systems Operator	\$21.34 - \$30.05	21.34	22.78	24.23	25.71	27.14	28.58	30.05	N/A	N/A	N/A
Customer Service Representative	\$21.84 - \$30.60	21.84	23.30	24.74	26.20	27.68	29.13	30.60	N/A	N/A	N/A
Finance Officer	\$52.59 - \$69.21	52.59	54.69	56.88	59.15	61.52	63.99	66.54	69.21	N/A	N/A
Financial Analyst	\$34.18 - \$42.01	34.18	35.37	36.61	37.88	39.23	40.60	42.01	N/A	N/A	N/A
General Manager	\$94.90	-	-	-	-	-	-	-	-	-	-
Human Resources Manager/Board Sec	\$40.64 - \$49.97	40.64	42.18	43.76	45.32	46.84	48.40	49.97	N/A	N/A	N/A
N/R Temporary Workers	\$19.21	-	-	-	-	-	-	-	-	-	-
Information Technologies Manager	\$40.64 - \$49.97	40.64	42.18	43.76	45.32	46.84	48.40	49.97	N/A	N/A	N/A
Sewer Foreman	\$31.24 - \$40.26	31.24	32.41	33.72	35.03	36.31	37.64	38.95	40.26	N/A	N/A
Sewer Superintendent	\$42.06 - \$57.77	42.06	43.87	45.67	47.67	49.70	51.73	53.73	55.75	57.77	N/A
Solid Waste Collection Specialist	\$21.34 - \$30.05	21.34	22.78	24.23	25.71	27.14	28.58	30.05	N/A	N/A	N/A
Solid Waste Foreman	\$31.24 - \$40.26	31.24	32.41	33.72	35.03	36.31	37.64	38.95	40.26	N/A	N/A
Solid Waste Superintendent	\$42.06 - \$57.77	42.06	43.87	45.67	47.67	49.70	51.73	53.73	55.75	57.77	N/A
Water Foreman	\$31.24 - \$40.26	31.24	32.41	33.72	35.03	36.31	37.64	38.95	40.26	N/A	N/A
Water Services Worker	\$21.34 - \$30.05	21.34	22.78	24.23	25.71	27.14	28.58	30.05	N/A	N/A	N/A
Water Superintendent	\$42.06 - \$57.77	42.06	43.87	45.67	47.67	49.70	51.73	53.73	55.75	57.77	N/A
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 06/21/21, Revised 07/22/21											