



BIG BEAR CITY COMMUNITY SERVICES DISTRICT
FY 2019-20 SALARY PLAN
 Water, Sewer, Solid Waste, and Administrative Positions

Job Classification	Base Salary	Step Plan									
	Hourly Rates	1	2	3	4	5	6	7	8	9	10
Administrative Department Manager	\$38.87 - \$47.80	38.87	40.34	41.86	43.35	44.80	46.30	47.80	N/A	N/A	N/A
Collection Systems Operator	\$20.41 - \$28.75	20.41	21.79	23.18	24.58	25.96	27.34	28.75	N/A	N/A	N/A
Customer Service Representative	\$20.89 - \$29.27	20.89	22.29	23.67	25.06	26.48	27.86	29.27	N/A	N/A	N/A
Finance Officer	\$50.30 - \$66.20	50.30	52.31	54.40	56.58	58.84	61.21	63.64	66.20	N/A	N/A
Financial Analyst	\$32.69 - \$40.18	32.69	33.83	35.02	36.23	37.52	38.83	40.18	N/A	N/A	N/A
General Manager	\$80.96	-	-	-	-	-	-	-	-	-	-
Human Resources Manager/Board Sec	\$38.87 - \$47.80	38.87	40.34	41.86	43.35	44.80	46.30	47.80	N/A	N/A	N/A
N/R Temporary Workers	\$16.97	-	-	-	-	-	-	-	-	-	-
Information Technologies Manager	\$38.87 - \$47.80	38.87	40.34	41.86	43.35	44.80	46.30	47.80	N/A	N/A	N/A
Sewer Foreman	\$29.88 - \$38.51	29.88	31.00	32.25	33.50	34.73	36.01	37.26	38.51	N/A	N/A
Sewer Superintendent	\$40.23 - \$55.25	40.23	41.96	43.68	45.60	47.54	49.47	51.39	53.33	55.25	N/A
Solid Waste Collection Specialist	\$20.41 - \$28.75	20.41	21.79	23.18	24.58	25.96	27.34	28.75	N/A	N/A	N/A
Solid Waste Foreman	\$29.88 - \$38.51	29.88	31.00	32.25	33.50	34.73	36.01	37.26	38.51	N/A	N/A
Solid Waste Superintendent	\$40.23 - \$55.25	40.23	41.96	43.68	45.60	47.54	49.47	51.39	53.33	55.25	N/A
Water Foreman	\$29.88 - \$38.51	29.88	31.00	32.25	33.50	34.73	36.01	37.26	38.51	N/A	N/A
Water Services Worker	\$20.41 - \$28.75	20.41	21.79	23.18	24.58	25.96	27.34	28.75	30.19*	N/A	N/A
Water Superintendent	\$40.23 - \$55.25	40.23	41.96	43.68	45.60	47.54	49.47	51.39	53.33	55.25	N/A
Longevity Bonuses:											
Big Bear City Community Services District Employees Association:	One longevity payment of 10% of gross salary on 25th Anniversary										
* One Water Services Worker with Longevity from Old MOU											