



Memo

To: Board of Directors
From: Alan E. Clanin, General Manager
Date: February 15, 2019
Subject: Approve Pay Schedules

Crestline Village Water District (District) was audited by CalPERS in 2018. The purpose of this audit was to determine whether increases to member's payrates were granted to members and reported to CalPERS in compliance with the Public Employees' Retirement Law (PERL).

The CalPERS review determined that the District did not maintain pay schedules in compliance with the requirements set forth in the Government Code and the California Code of Regulations (CCR). Specifically, the pay schedules, effective June 3, 2016 and June 2, 2017, were not duly approved and adopted by the governing body as required.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- Indicate an effective date and date of any revisions;

CalPERS also made the determination that the District reported payrates that included additional compensation. Specifically, two sampled employees, one active and one who retired in May 2017, had longevity pay added to their base payrate. The variances ranged from \$1.99 to \$4.96 per hour. The incorrect reporting resulted in an increase to the employees' reported payrate that were not in compliance with the Government Code.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Identify the position title for every employee position;
- Show the payrate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;

- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the payrate.

Conclusion:

The determination from CalPERS was based on the existing pay schedule reference to "Longevity Steps" which were added to the pay schedule June 03, 2016 as additional 2.5% salary steps achievable every 5 years. CalPERS further requires the position and salary of the General Manager be listed.

The District submitted a written disagreement with the observations and provided additional information to CalPERS. The Office of Audit Services (OFAS) reviewed the disagreement and concluded that the observations will remain as stated.

Recommendation:

Re-Approve Pay Schedules 2012 through 2018 and Approve New Pay Schedule Format.

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JUNE 27, 2017

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	67.79									
	50	59.88	62.87	66.02	69.32	72.78	74.60	76.47	78.38	80.34	
	49	58.42	61.34	64.41	67.63	71.01	72.78	74.60	76.47	78.38	
	48	56.99	59.84	62.84	65.98	69.28	71.01	72.78	74.60	76.47	
	47	55.60	58.38	61.30	64.37	67.59	69.28	71.01	72.78	74.60	
	46	54.25	56.96	59.81	62.80	65.94	67.59	69.28	71.01	72.78	
	45	52.93	55.57	58.35	61.27	64.33	65.94	67.59	69.28	71.01	
	44	51.63	54.22	56.93	59.77	62.76	64.33	65.94	67.59	69.28	
	43	50.37	52.89	55.54	58.32	61.23	62.76	64.33	65.94	67.59	
	42	49.15	51.60	54.18	56.89	59.74	61.23	62.76	64.33	65.94	
	41	47.95	50.34	52.86	55.51	58.28	59.74	61.23	62.76	64.33	
	40	46.78	49.12	51.57	54.15	56.86	58.28	59.74	61.23	62.76	
	39	45.64	47.92	50.31	52.83	55.47	56.86	58.28	59.74	61.23	
	38	44.52	46.75	49.09	51.54	54.12	55.47	56.86	58.28	59.74	
	37	43.44	45.61	47.89	50.28	52.80	54.12	55.47	56.86	58.28	
	36	42.38	44.50	46.72	49.06	51.51	52.80	54.12	55.47	56.86	
	35	41.34	43.41	45.58	47.86	50.25	51.51	52.80	54.12	55.47	
	34	40.34	42.35	44.47	46.69	49.03	50.25	51.51	52.80	54.12	
	33	39.35	41.32	43.39	45.56	47.83	49.03	50.26	51.51	52.80	
	32	38.39	40.31	42.33	44.44	46.67	47.83	49.03	50.25	51.51	
	31	37.46	39.33	41.30	43.36	45.53	46.67	47.83	49.03	50.25	
	30	36.54	38.37	40.29	42.30	44.42	45.53	46.67	47.83	49.03	
	29	35.65	37.43	39.31	41.27	43.33	44.42	45.53	46.67	47.83	
	28	34.78	36.52	38.35	40.26	42.28	43.33	44.42	45.53	46.67	
	27	33.93	35.63	37.41	39.28	41.25	42.28	43.34	44.42	45.53	
	26	33.11	34.76	36.50	38.32	40.24	41.25	42.28	43.33	44.42	
	25	32.30	33.91	35.61	37.39	39.26	40.24	41.25	42.28	43.34	
	24	31.51	33.09	34.74	36.48	38.30	39.26	40.24	41.25	42.28	
	23	30.74	32.28	33.89	35.59	37.37	38.30	39.26	40.24	41.25	
	22	29.99	31.49	33.07	34.72	36.46	37.37	38.30	39.26	40.24	
	21	29.26	30.72	32.26	33.87	35.57	36.46	37.37	38.30	39.26	
	20	28.55	29.97	31.47	33.05	34.70	35.57	36.46	37.37	38.30	
	19	27.85	29.24	30.71	32.24	33.85	34.70	35.57	36.46	37.37	
	18	27.17	28.53	29.96	31.45	33.03	33.85	34.70	35.57	36.46	
	17	26.51	27.83	29.23	30.69	32.22	33.03	33.85	34.70	35.57	
	16	25.86	27.16	28.51	29.94	31.44	32.22	33.03	33.85	34.70	
	15	25.23	26.49	27.82	29.21	30.67	31.44	32.22	33.03	33.85	
	14	24.62	25.85	27.14	28.50	29.92	30.67	31.44	32.22	33.03	
	13	24.02	25.22	26.48	27.80	29.19	29.92	30.67	31.44	32.22	
	12	23.43	24.60	25.83	27.12	28.48	29.19	29.92	30.67	31.44	
	11	22.86	24.00	25.20	26.46	27.79	28.48	29.19	29.92	30.67	
	10	22.30	23.42	24.59	25.82	27.11	27.79	28.48	29.19	29.92	
	9	21.76	22.85	23.99	25.19	26.45	27.11	27.78	28.48	29.19	
	8	21.23	22.29	23.40	24.57	25.80	26.45	27.11	27.78	28.48	
	7	20.71	21.74	22.83	23.97	25.17	25.80	26.45	27.11	27.78	
	6	20.20	21.21	22.27	23.39	24.56	25.17	25.80	26.45	27.11	
	5	19.71	20.70	21.73	22.82	23.96	24.56	25.17	25.80	26.45	
	4	19.23	20.19	21.20	22.26	23.37	23.96	24.56	25.17	25.80	
	3	18.76	19.70	20.68	21.72	22.80	23.37	23.96	24.56	25.17	
	2	18.30	19.22	20.18	21.19	22.25	22.80	23.37	23.96	24.56	
	1	17.86	18.75	19.69	20.67	21.71	22.25	22.80	23.37	23.96	

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JUNE 21, 2016

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	73.96									
	50	58.36	61.28	64.34	67.56	70.94	72.71	74.53	76.39	78.30	
	49	56.94	59.79	62.78	65.91	69.21	70.94	72.71	74.53	76.39	
	48	55.55	58.33	61.24	64.31	67.52	69.21	70.94	72.71	74.53	
	47	54.20	56.91	59.75	62.74	65.87	67.52	69.21	70.94	72.71	
	46	52.87	55.52	58.29	61.21	64.27	65.87	67.52	69.21	70.94	
	45	51.58	54.16	56.87	59.71	62.70	64.27	65.87	67.52	69.21	
	44	50.33	52.84	55.48	58.26	61.17	62.70	64.27	65.87	67.52	
	43	49.10	51.55	54.13	56.84	59.68	61.17	62.70	64.27	65.87	
	42	47.90	50.30	52.81	55.45	58.22	59.68	61.17	62.70	64.27	
	41	46.73	49.07	51.52	54.10	56.80	58.22	59.68	61.17	62.70	
Office Manager Field Supervisor	40	45.59	47.87	50.27	52.78	55.42	56.80	58.22	59.68	61.17	
	39	44.48	46.70	49.04	51.49	54.07	55.42	56.80	58.22	59.68	
	38	43.40	45.57	47.84	50.24	52.75	54.07	55.42	56.80	58.22	
	37	42.34	44.45	46.68	49.01	51.46	52.75	54.07	55.42	56.80	
	36	41.30	43.37	45.54	47.82	50.21	51.46	52.75	54.07	55.42	
	35	40.30	42.31	44.43	46.65	48.98	50.21	51.46	52.75	54.07	
	34	39.31	41.28	43.34	45.51	47.79	48.98	50.21	51.46	52.75	
	33	38.36	40.27	42.29	44.40	46.62	47.79	48.98	50.21	51.46	
	32	37.42	39.29	41.26	43.32	45.48	46.62	47.79	48.98	50.21	
	31	36.51	38.33	40.25	42.26	44.37	45.48	46.62	47.79	48.98	
Serviceman - Lead	30	35.62	37.40	39.27	41.23	43.29	44.37	45.48	46.62	47.79	
	29	34.75	36.49	38.31	40.23	42.24	43.29	44.37	45.48	46.62	
	28	33.90	35.60	37.38	39.24	41.21	42.24	43.29	44.37	45.48	
	27	33.07	34.73	36.46	38.29	40.20	41.21	42.24	43.29	44.38	
	26	32.27	33.88	35.57	37.35	39.22	40.20	41.21	42.24	43.29	
Serviceman	25	31.48	33.05	34.71	36.44	38.26	39.22	40.20	41.21	42.24	
	24	30.71	32.25	33.86	35.55	37.33	38.26	39.22	40.20	41.21	
	23	29.96	31.46	33.03	34.69	36.42	37.33	38.26	39.22	40.20	
	22	29.23	30.69	32.23	33.84	35.53	36.42	37.33	38.26	39.22	
	21	28.52	29.95	31.44	33.01	34.67	35.53	36.42	37.33	38.26	
Customer Service Representative	20	27.82	29.22	30.68	32.21	33.82	34.67	35.53	36.42	37.33	
	19	27.15	28.50	29.93	31.42	33.00	33.82	34.67	35.53	36.42	
	18	26.48	27.81	29.20	30.66	32.19	33.00	33.82	34.67	35.53	
	17	25.84	27.13	28.49	29.91	31.41	32.19	33.00	33.82	34.67	
	16	25.21	26.47	27.79	29.18	30.64	31.41	32.19	33.00	33.82	
	15	24.59	25.82	27.11	28.47	29.89	30.64	31.41	32.19	33.00	
	14	23.99	25.19	26.45	27.77	29.16	29.89	30.64	31.41	32.19	
	13	23.41	24.58	25.81	27.10	28.45	29.16	29.89	30.64	31.41	
	12	22.84	23.98	25.18	26.44	27.76	28.45	29.16	29.89	30.64	
	11	22.28	23.39	24.56	25.79	27.08	27.76	28.45	29.16	29.89	
	10	21.74	22.82	23.96	25.16	26.42	27.08	27.76	28.45	29.16	
	9	21.21	22.27	23.38	24.55	25.78	26.42	27.08	27.76	28.45	
	8	20.69	21.72	22.81	23.95	25.15	25.78	26.42	27.08	27.76	
	7	20.18	21.19	22.25	23.37	24.53	25.15	25.78	26.42	27.08	
	6	19.69	20.68	21.71	22.80	23.94	24.53	25.15	25.78	26.42	
	5	19.21	20.17	21.18	22.24	23.35	23.94	24.53	25.15	25.78	
	4	18.74	19.68	20.66	21.70	22.78	23.35	23.94	24.53	25.15	
	3	18.29	19.20	20.16	21.17	22.23	22.78	23.35	23.94	24.53	
	2	17.84	18.73	19.67	20.65	21.68	22.23	22.78	23.35	23.94	
	1	17.40	18.27	19.19	20.15	21.16	21.68	22.23	22.78	23.35	

Crestline Village Water District

SCHEDULE I (Adjusted for COLA's through May 201 Revision Date: JUNE 16, 2015

Effective Date: MAY 29, 2015

HOURLY SALARY SCHEDULE

ADOPTED AT THE REGULAR MEETING OF THE BOARD OF DIRECTORS ON SEPTEMBER 9, 1982

Position Classification	RANGE NUMBER	STEP				
		A	B	C	D	E
General Manager	SPEC	63.17				
	49	50.67	53.21	55.92	58.70	61.65
	48	49.48	51.97	54.54	57.27	60.16
	47	48.27	50.66	53.20	55.89	58.69
	46	47.10	49.43	51.93	54.52	57.22
	45	45.93	48.23	50.63	53.14	55.82
	44	44.84	47.06	49.39	51.91	54.48
	43	43.69	45.90	48.21	50.61	53.12
	42	42.68	44.82	47.03	49.38	51.85
	41	41.58	43.67	45.89	48.19	50.59
	40	40.58	42.64	44.78	47.00	49.36
	39	39.61	41.54	43.63	45.86	48.14
	38	38.67	40.56	42.61	44.73	46.97
	37	37.69	39.60	41.53	43.62	45.85
	36	36.78	38.63	40.55	42.59	44.70
	35	35.02	36.74	38.60	40.53	42.56
	34	34.14	35.88	37.63	39.55	41.50
	33	33.32	35.01	36.73	38.59	40.50
	32	32.49	34.13	35.86	37.62	39.54
	31	31.75	33.31	35.00	36.72	38.55
	30	30.94	32.47	34.11	35.81	37.59
	29	30.22	31.73	33.30	34.98	36.71
	28	29.45	30.94	32.47	34.11	35.81
	27	28.74	30.20	31.71	33.29	34.97
	26	28.05	29.44	30.91	32.44	34.09
	25	27.34	28.72	30.14	31.69	33.28
	24	26.67	28.03	29.43	30.90	32.43
	23	26.02	27.33	28.71	30.13	31.67
	22	25.37	26.65	28.01	29.39	30.86
	21	24.74	25.99	27.30	28.67	30.06
	20	24.16	25.36	26.64	27.96	29.36
	19	23.56	24.73	25.96	27.28	28.66
	18	23.00	24.15	25.34	26.62	27.92
	17	22.41	23.55	24.72	25.94	27.26
	16	21.87	22.98	24.14	25.33	26.60
	15	21.34	22.41	23.55	24.72	25.94
	14	20.84	21.87	22.98	24.14	25.33
	13	20.32	21.32	22.38	23.52	24.69
	12	19.80	20.82	21.86	22.96	24.12
	11	19.35	20.31	21.31	22.37	23.51
	10	18.87	19.80	20.82	21.86	22.96
	9	18.40	19.30	20.30	21.29	22.36
	8	17.94	18.86	19.79	20.80	21.85
	7	17.50	18.38	19.29	20.29	21.27
	6	17.07	17.94	18.86	19.79	20.80
	5	16.70	17.50	18.38	19.29	20.29
	4	16.29	17.06	17.90	18.85	19.76
	3	15.86	16.70	17.50	18.38	19.29
	2	15.49	16.29	17.06	17.90	18.85
	1	15.11	15.86	16.70	17.50	18.38

Crestline Village Water District

SCHEDULE I (Adjusted for COLA's through May Revision Date: June 17, 2014

Effective Date: May 23, 2014

HOURLY SALARY SCHEDULE

ADOPTED AT THE REGULAR MEETING OF THE
BOARD OF DIRECTORS ON SEPTEMBER 9, 1982

Position Classification	RANGE	STEP				
	NUMBER	A	B	C	D	E
General Manager	SPEC	63.01				
	49	50.54	53.08	55.78	58.55	61.50
	48	49.36	51.84	54.40	57.13	60.01
	47	48.15	50.53	53.07	55.75	58.54
	46	46.98	49.31	51.80	54.38	57.08
	45	45.82	48.11	50.50	53.01	55.68
	44	44.73	46.94	49.27	51.78	54.34
	43	43.58	45.79	48.09	50.48	52.99
	42	42.57	44.71	46.91	49.26	51.72
	41	41.48	43.56	45.78	48.07	50.46
	40	40.48	42.53	44.67	46.88	49.24
	39	39.51	41.44	43.52	45.75	48.02
	38	38.57	40.46	42.50	44.62	46.85
	37	37.60	39.50	41.43	43.51	45.74
	36	36.69	38.53	40.45	42.48	44.59
	35	34.93	36.65	38.50	40.43	42.45
	34	34.05	35.79	37.54	39.45	41.40
	33	33.24	34.92	36.64	38.49	40.40
	32	32.41	34.04	35.77	37.53	39.44
	31	31.67	33.23	34.91	36.63	38.45
	30	30.86	32.39	34.02	35.72	37.50
	29	30.14	31.65	33.22	34.89	36.62
	28	29.38	30.86	32.39	34.02	35.72
	27	28.67	30.12	31.63	33.21	34.88
	26	27.98	29.37	30.83	32.36	34.00
	25	27.27	28.65	30.06	31.61	33.20
	24	26.60	27.96	29.36	30.82	32.35
	23	25.96	27.26	28.64	30.05	31.59
	22	25.31	26.58	27.94	29.32	30.78
	21	24.68	25.93	27.23	28.60	29.99
	20	24.10	25.30	26.57	27.89	29.29
	19	23.50	24.67	25.90	27.21	28.59
	18	22.94	24.09	25.28	26.55	27.85
	17	22.35	23.49	24.66	25.88	27.19
	16	21.82	22.92	24.08	25.27	26.53
	15	21.29	22.35	23.49	24.66	25.88
	14	20.79	21.82	22.92	24.08	25.27
	13	20.27	21.27	22.32	23.46	24.63
	12	19.75	20.77	21.81	22.90	24.06
	11	19.30	20.26	21.26	22.31	23.45
	10	18.82	19.75	20.77	21.81	22.90
	9	18.35	19.25	20.25	21.24	22.30
	8	17.90	18.81	19.74	20.75	21.80
	7	17.46	18.33	19.24	20.24	21.22
	6	17.03	17.90	18.81	19.74	20.75
	5	16.66	17.46	18.33	19.24	20.24
	4	16.25	17.02	17.86	18.80	19.71
	3	15.82	16.66	17.46	18.33	19.24
	2	15.45	16.25	17.02	17.86	18.80
	1	15.07	15.82	16.66	17.46	18.33

Office Manager

Field Supervisor

Serviceman - Lead

Serviceman

Customer Service Representative

Crestline Village Water District

SCHEDULE I (Adjusted for COLA's through May 2011 Revision Date: May 21, 2013

Effective Date: May 25, 2013

HOURLY SALARY SCHEDULE

ADOPTED AT THE REGULAR MEETING OF THE
BOARD OF DIRECTORS ON SEPTEMBER 9, 1982

Position Classification	RANGE NUMBER	STEP				
		A	B	C	D	E
General Manager	SPEC	62.08				
Office Manager	50	49.79	52.30	54.96	57.68	60.59
	49	48.63	51.07	53.60	56.29	59.12
	48	47.44	49.78	52.29	54.93	57.67
	47	46.29	48.58	51.03	53.58	56.24
	46	45.14	47.40	49.75	52.23	54.86
	45	44.07	46.25	48.54	51.01	53.54
	44	42.94	45.11	47.38	49.73	52.21
	43	41.94	44.05	46.22	48.53	50.96
	42	40.87	42.92	45.10	47.36	49.71
	41	39.88	41.90	44.01	46.19	48.51
Field Supervisor	40	38.93	40.83	42.88	45.07	47.31
	39	38.00	39.86	41.87	43.96	46.16
	38	37.04	38.92	40.82	42.87	45.06
	37	36.15	37.96	39.85	41.85	43.93
	36	35.27	37.00	38.88	40.80	42.85
	35	34.41	36.11	37.93	39.83	41.82
	34	33.55	35.26	36.99	38.87	40.79
	33	32.75	34.40	36.10	37.92	39.80
	32	31.93	33.54	35.24	36.98	38.86
	31	31.20	32.74	34.39	36.09	37.88
Lead Serviceman	30	30.40	31.91	33.52	35.19	36.95
	29	29.69	31.18	32.73	34.37	36.08
	28	28.95	30.40	31.91	33.52	35.19
	27	28.25	29.67	31.16	32.72	34.36
	26	27.57	28.94	30.37	31.88	33.50
	25	26.87	28.23	29.62	31.14	32.71
	24	26.21	27.55	28.93	30.36	31.87
	23	25.58	26.86	28.22	29.61	31.12
	22	24.94	26.19	27.53	28.89	30.33
	21	24.32	25.55	26.83	28.18	29.55
Serviceman	20	23.74	24.93	26.18	27.48	28.86
	19	23.15	24.31	25.52	26.81	28.17
	18	22.60	23.73	24.91	26.16	27.44
	17	22.02	23.14	24.30	25.50	26.79
	16	21.50	22.58	23.72	24.90	26.14
	15	20.98	22.02	23.14	24.30	25.50
	14	20.48	21.50	22.58	23.72	24.90
	13	19.97	20.96	21.99	23.11	24.27
	12	19.46	20.46	21.49	22.56	23.70
	11	19.01	19.96	20.95	21.98	23.10
Customer Service Representative	10	18.54	19.46	20.46	21.49	22.56
	9	18.08	18.97	19.95	20.93	21.97
	8	17.64	18.53	19.45	20.44	21.48
	7	17.20	18.06	18.96	19.94	20.91
	6	16.78	17.64	18.53	19.45	20.44
	5	16.41	17.20	18.06	18.96	19.94
	4	16.01	16.77	17.60	18.52	19.42
	3	15.59	16.41	17.20	18.06	18.96
	2	15.22	16.01	16.77	17.60	18.52
	1	14.85	15.59	16.41	17.20	18.06

Position Classification	RANGE	STEP					
	NUMBER	A	B	C	D	E	
<div style="display: flex; flex-direction: column; align-items: center; justify-content: center;"> <div style="background-color: yellow; width: 100px; height: 100px; margin-bottom: 5px;"></div> <div style="background-color: red; width: 100px; height: 100px; margin-bottom: 5px;"></div> <div style="background-color: yellow; width: 100px; height: 100px; margin-bottom: 5px;"></div> <div style="background-color: blue; width: 100px; height: 100px; margin-bottom: 5px;"></div> <div style="background-color: green; width: 100px; height: 100px;"></div> </div>	General Manager	SPEC	60.08				
	50	49.15	51.63	54.25	56.94	59.81	
	49	48.01	50.41	52.91	55.57	58.36	
	48	46.83	49.14	51.62	54.23	56.93	
	47	45.70	47.96	50.38	52.89	55.52	
	46	44.56	46.79	49.11	51.56	54.16	
	45	43.50	45.66	47.92	50.36	52.85	
	44	42.39	44.53	46.77	49.09	51.54	
	43	41.40	43.48	45.63	47.91	50.31	
	42	40.35	42.37	44.52	46.75	49.07	
	41	39.37	41.36	43.45	45.60	47.89	
	40	38.43	40.31	42.33	44.49	46.70	
	39	37.51	39.35	41.33	43.40	45.57	
	38	36.56	38.42	40.30	42.32	44.48	
	37	35.69	37.47	39.34	41.31	43.37	
	36	34.82	36.53	38.38	40.28	42.30	
	35	33.97	35.65	37.44	39.32	41.28	
	34	33.12	34.81	36.52	38.37	40.27	
	33	32.33	33.96	35.64	37.43	39.29	
	32	31.52	33.11	34.79	36.51	38.36	
	31	30.80	32.32	33.95	35.63	37.39	
	30	30.01	31.50	33.09	34.74	36.48	
	29	29.31	30.78	32.31	33.93	35.62	
	28	28.58	30.01	31.50	33.09	34.74	
	27	27.89	29.29	30.76	32.30	33.92	
	26	27.22	28.57	29.98	31.47	33.07	
	25	26.53	27.87	29.24	30.74	32.29	
	24	25.87	27.20	28.56	29.97	31.46	
	23	25.25	26.52	27.86	29.23	30.72	
	22	24.62	25.85	27.18	28.52	29.94	
	21	24.01	25.22	26.49	27.82	29.17	
	20	23.44	24.61	25.84	27.13	28.49	
	19	22.85	24.00	25.19	26.47	27.81	
	18	22.31	23.43	24.59	25.82	27.09	
	17	21.74	22.84	23.99	25.17	26.45	
	16	21.22	22.29	23.42	24.58	25.80	
	15	20.71	21.74	22.84	23.99	25.17	
	14	20.22	21.22	22.29	23.42	24.58	
	13	19.71	20.69	21.71	22.81	23.96	
	12	19.21	20.20	21.21	22.27	23.40	
	11	18.77	19.70	20.68	21.70	22.80	
	10	18.30	19.21	20.20	21.21	22.27	
	9	17.85	18.73	19.69	20.66	21.69	
	8	17.41	18.29	19.20	20.18	21.20	
	7	16.98	17.83	18.72	19.68	20.64	
	6	16.56	17.41	18.29	19.20	20.18	
	5	16.20	16.98	17.83	18.72	19.68	
	4	15.80	16.55	17.37	18.28	19.17	
	3	15.39	16.20	16.98	17.83	18.72	
	2	15.02	15.80	16.55	17.37	18.28	
1	14.66	15.39	16.20	16.98	17.83		

Crestline Village Water District

PROPOSED HOURLY SALARY SCHEDULE

Position Classification	RANGE NUMBER	STEP								
		A	B	C	D	E	F	G	H	I
General Manager	SPEC	74.03								
	50	62.28	65.39	68.66	72.09	75.70	77.59	79.53	81.52	83.55
	49	60.76	63.79	66.98	70.33	73.85	75.70	77.59	79.53	81.52
	48	59.27	62.24	65.35	68.62	72.05	73.85	75.70	77.59	79.53
	47	57.83	60.72	63.76	66.94	70.29	72.05	73.85	75.70	77.59
	46	56.42	59.24	62.20	65.31	68.58	70.29	72.05	73.85	75.70
	45	55.04	57.79	60.68	63.72	66.90	68.58	70.29	72.05	73.85
	44	53.70	56.38	59.20	62.16	65.27	66.90	68.58	70.29	72.05
	43	52.39	55.01	57.76	60.65	63.68	65.27	66.90	68.58	70.29
	42	51.11	53.67	56.35	59.17	62.13	63.68	65.27	66.90	68.58
	41	49.87	52.36	54.98	57.73	60.61	62.13	63.68	65.27	66.90
	40	48.65	51.08	53.64	56.32	59.13	60.61	62.13	63.68	65.27
	39	47.46	49.84	52.33	54.94	57.69	59.13	60.61	62.13	63.68
	38	46.30	48.62	51.05	53.60	56.28	57.69	59.13	60.61	62.13
	37	45.18	47.43	49.81	52.30	54.91	56.28	57.69	59.13	60.61
	36	44.07	46.28	48.59	51.02	53.57	54.91	56.28	57.69	59.13
Office Manager	35	43.00	45.15	47.41	49.78	52.27	53.57	54.91	56.28	57.69
Field Supervisor	34	41.95	44.05	46.25	48.56	50.99	52.27	53.57	54.91	56.28
	33	40.93	42.97	45.12	47.38	49.75	50.99	52.27	53.57	54.91
	32	39.93	41.92	44.02	46.22	48.53	49.75	50.99	52.27	53.57
	31	38.95	40.90	42.95	45.09	47.35	48.53	49.75	50.99	52.27
	30	38.00	39.90	41.90	44.00	46.19	47.35	48.53	49.75	50.99
	29	37.08	38.93	40.88	42.92	45.07	46.19	47.35	48.53	49.75
	28	36.17	37.98	39.88	41.88	43.97	45.07	46.19	47.35	48.53
	27	35.29	37.06	38.91	40.85	42.90	43.97	45.07	46.20	47.35
	26	34.43	36.15	37.96	39.86	41.85	42.90	43.97	45.07	46.19
	25	33.59	35.27	37.03	38.89	40.83	41.85	42.90	43.97	45.07
	24	32.77	34.41	36.13	37.94	39.83	40.83	41.85	42.90	43.97
	23	31.97	33.57	35.25	37.01	38.86	39.83	40.83	41.85	42.90
	22	31.19	32.75	34.39	36.11	37.91	38.86	39.83	40.83	41.85
	21	30.43	31.95	33.55	35.23	36.99	37.91	38.86	39.83	40.83
	20	29.69	31.17	32.73	34.37	36.09	36.99	37.91	38.86	39.83
	19	28.97	30.41	31.93	33.53	35.21	36.09	36.99	37.91	38.86
	18	28.26	29.67	31.16	32.71	34.35	35.21	36.09	36.99	37.91
	17	27.57	28.95	30.40	31.92	33.51	34.35	35.21	36.09	36.99
	16	26.90	28.24	29.65	31.14	32.69	33.51	34.35	35.21	36.09
	15	26.24	27.55	28.93	30.38	31.90	32.69	33.51	34.35	35.21
	14	25.60	26.88	28.23	29.64	31.12	31.90	32.69	33.51	34.35
	13	24.98	26.23	27.54	28.91	30.36	31.12	31.90	32.69	33.51
	12	24.37	25.59	26.87	28.21	29.62	30.36	31.12	31.90	32.69
	11	23.77	24.96	26.21	27.52	28.90	29.62	30.36	31.12	31.90
	10	23.19	24.35	25.57	26.85	28.19	28.90	29.62	30.36	31.12
	9	17.68	18.56	19.49	20.47	21.49	22.03	22.58	23.14	23.72
	8	17.25	18.11	19.02	19.97	20.96	21.49	22.03	22.58	23.14
	7	16.83	17.67	18.55	19.48	20.45	20.96	21.49	22.03	22.58
	6	16.42	17.24	18.10	19.00	19.95	20.45	20.96	21.49	22.03
	5	16.02	16.82	17.66	18.54	19.47	19.95	20.45	20.96	21.49
	4	15.63	16.41	17.23	18.09	18.99	19.47	19.95	20.45	20.96
	3	15.24	16.01	16.81	17.65	18.53	18.99	19.47	19.95	20.45
	2	14.87	15.62	16.40	17.22	18.08	18.53	18.99	19.47	19.95
	1	14.51	15.24	16.00	16.80	17.64	18.08	18.53	18.99	19.47
	0	14.16	14.86	15.61	16.39	17.21	17.64	18.08	18.53	18.99

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JUNE 19, 2018

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	74.03									
	50	62.28	65.39	68.66	72.09	75.70	77.59	79.53	81.52	83.55	
	49	60.76	63.79	66.98	70.33	73.85	75.70	77.59	79.53	81.52	
	48	59.27	62.24	65.35	68.62	72.05	73.85	75.70	77.59	79.53	
	47	57.83	60.72	63.76	66.94	70.29	72.05	73.85	75.70	77.59	
	46	56.42	59.24	62.20	65.31	68.58	70.29	72.05	73.85	75.70	
	45	55.04	57.79	60.68	63.72	66.90	68.58	70.29	72.05	73.85	
	44	53.70	56.38	59.20	62.16	65.27	66.90	68.58	70.29	72.05	
	43	52.39	55.01	57.76	60.65	63.68	65.27	66.90	68.58	70.29	
	42	51.11	53.67	56.35	59.17	62.13	63.68	65.27	66.90	68.58	
	41	49.87	52.36	54.98	57.73	60.61	62.13	63.68	65.27	66.90	
Office Manager	40	48.65	51.08	53.64	56.32	59.13	60.61	62.13	63.68	65.27	
	39	47.46	49.84	52.33	54.94	57.69	59.13	60.61	62.13	63.68	
	38	46.30	48.62	51.05	53.60	56.28	57.69	59.13	60.61	62.13	
	37	45.18	47.43	49.81	52.30	54.91	56.28	57.69	59.13	60.61	
	36	44.07	46.28	48.59	51.02	53.57	54.91	56.28	57.69	59.13	
	35	43.00	45.15	47.41	49.78	52.27	53.57	54.91	56.28	57.69	
	34	41.95	44.05	46.25	48.56	50.99	52.27	53.57	54.91	56.28	
	33	40.93	42.97	45.12	47.38	49.75	50.99	52.27	53.57	54.91	
	32	39.93	41.92	44.02	46.22	48.53	49.75	50.99	52.27	53.57	
	31	38.95	40.90	42.95	45.09	47.35	48.53	49.75	50.99	52.27	
Field Supervisor	30	38.00	39.90	41.90	44.00	46.19	47.35	48.53	49.75	50.99	
	29	37.08	38.93	40.88	42.92	45.07	46.19	47.35	48.53	49.75	
	28	36.17	37.98	39.88	41.88	43.97	45.07	46.19	47.35	48.53	
	27	35.29	37.06	38.91	40.85	42.90	43.97	45.07	46.20	47.35	
	26	34.43	36.15	37.96	39.86	41.85	42.90	43.97	45.07	46.19	
	25	33.59	35.27	37.03	38.89	40.83	41.85	42.90	43.97	45.07	
Serviceman - Lead	24	32.77	34.41	36.13	37.94	39.83	40.83	41.85	42.90	43.97	
	23	31.97	33.57	35.25	37.01	38.86	39.83	40.83	41.85	42.90	
	22	31.19	32.75	34.39	36.11	37.91	38.86	39.83	40.83	41.85	
	21	30.43	31.95	33.55	35.23	36.99	37.91	38.86	39.83	40.83	
	20	29.69	31.17	32.73	34.37	36.09	36.99	37.91	38.86	39.83	
Serviceman	19	28.97	30.41	31.93	33.53	35.21	36.09	36.99	37.91	38.86	
	18	28.26	29.67	31.16	32.71	34.35	35.21	36.09	36.99	37.91	
	17	27.57	28.95	30.40	31.92	33.51	34.35	35.21	36.09	36.99	
	16	26.90	28.24	29.65	31.14	32.69	33.51	34.35	35.21	36.09	
	15	26.24	27.55	28.93	30.38	31.90	32.69	33.51	34.35	35.21	
	14	25.60	26.88	28.23	29.64	31.12	31.90	32.69	33.51	34.35	
Customer Service Representative	13	24.98	26.23	27.54	28.91	30.36	31.12	31.90	32.69	33.51	
	12	24.37	25.59	26.87	28.21	29.62	30.36	31.12	31.90	32.69	
	11	23.77	24.96	26.21	27.52	28.90	29.62	30.36	31.12	31.90	
	10	23.19	24.35	25.57	26.85	28.19	28.90	29.62	30.36	31.12	
	9	22.63	23.76	24.95	26.19	27.50	28.19	28.90	29.62	30.36	
	8	22.08	23.18	24.34	25.56	26.83	27.50	28.19	28.90	29.62	
	7	21.54	22.61	23.74	24.93	26.18	26.83	27.50	28.19	28.90	
	6	21.01	22.06	23.17	24.32	25.54	26.18	26.83	27.50	28.19	
	5	20.50	21.52	22.60	23.73	24.92	25.54	26.18	26.83	27.50	
	4	20.00	21.00	22.05	23.15	24.31	24.92	25.54	26.18	26.83	
	3	19.51	20.49	21.51	22.59	23.72	24.31	24.92	25.54	26.18	
	2	19.04	19.99	20.99	22.04	23.14	23.72	24.31	24.92	25.54	
1	18.57	19.50	20.48	21.50	22.57	23.14	23.72	24.31	24.92		