



MCCLOUD COMMUNITY SERVICES DISTRICT
Amended 2023-24 SALARY SCHEDULE

Effective July 1, 2023
 New 3-year MOU agreement with July 1, 2023 5% wage increase

POSITION	TIME	07/01/2023- AM		7-1-19 to 6-30-21 AM		8-1-22 to 06-23 AM		7-1-17 to 5-31-18KP		05-15-18 to 06-30-18 KD			
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	\$	91,936.26	\$	75,000.00	\$	87,558.38	\$	70,000.00	\$	75,000.00	\$	68,000.00
	MONTHLY	\$	7,661.36	\$	6,250.00	\$	7,296.53	\$	5,833.33	\$	6,250.00	\$	5,666.67
	BI-WEEKLY	\$	3,536.01	\$	2,884.62	\$	3,367.63	\$	2,692.31	\$	2,884.62	\$	2,615.38
	HOURLY	\$	44.20	\$	36.06	\$	42.10	\$	33.65	\$	36.06	\$	32.69
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$	25,000.00	*Negotiated Salary									
	MONTHLY	\$	2,083.33										
	BI-WEEKLY	\$	961.54										
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$	1,171.60	*Negotiated Salary / Paid Quarterly by Points									
	QUARTERLY	\$	292.90										
RECRUITMENT/RETENTION OFFICER	ANNUALLY	\$	62,904.11	*Salary Established by SAFER Grant Recruitment and Retention Coordinator Proposal for 4 year position									
	BI-WEEKLY	\$	2,419.39										
FIREFIGHTER VOLUNTEERS	POINTS	\$	10.00	*Paid Quarterly by Points									
	HOURLY	\$	16.50	*Non-Exempt Full-time 1-year trial Board-approved Position, approved at the regular meeting on 07-24-23.									
F/T PARAMEDIC EMT/PARAMEDIC POSITION	POINTS	\$	20.00	*Paid Quarterly by Points									
	TIME												
FINANCE OFFICER FSLA OT Exempt	ANNUALLY	\$	58,118.35	\$	61,027.74	\$	64,071.64	\$	67,290.20	\$	70,633.50	\$	74,176.40
	MONTHLY	\$	4,843.20	\$	5,085.65	\$	5,339.30	\$	5,607.52	\$	5,886.13	\$	6,181.37
	BI-WEEKLY	\$	2,235.32	\$	2,347.22	\$	2,464.29	\$	2,588.08	\$	2,716.67	\$	2,852.94
	HOURLY	\$	27.94	\$	29.34	\$	30.80	\$	32.36	\$	33.96	\$	35.66
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$	59,306.18	\$	62,399.98	\$	65,493.78	\$	68,587.59	\$	71,681.40	\$	74,775.19
	MONTHLY	\$	4,942.18	\$	5,200.00	\$	5,457.82	\$	5,715.63	\$	5,973.45	\$	6,231.27
	BI-WEEKLY	\$	2,281.01	\$	2,400.00	\$	2,518.99	\$	2,637.98	\$	2,756.98	\$	2,875.97
	HOURLY	\$	28.51	\$	30.00	\$	31.49	\$	32.97	\$	34.46	\$	35.95
DISTRICT SECRETARY	ANNUALLY	\$	40,768.33	\$	42,240.37	\$	43,113.63	\$	44,386.08	\$	45,583.68	\$	47,055.72
	MONTHLY	\$	3,397.36	\$	3,520.03	\$	3,592.80	\$	3,698.84	\$	3,798.64	\$	3,921.31
	BI-WEEKLY	\$	1,568.01	\$	1,624.63	\$	1,658.22	\$	1,707.16	\$	1,753.22	\$	1,809.84
	HOURLY	\$	19.60	\$	20.31	\$	20.73	\$	21.34	\$	21.92	\$	22.62
REFUSE OPERATOR	ANNUALLY	\$	39,421.02	\$	41,990.88	\$	44,560.73	\$	47,130.58	\$	49,700.43	\$	52,270.28
	MONTHLY	\$	3,285.09	\$	3,499.24	\$	3,713.39	\$	3,927.55	\$	4,141.70	\$	4,355.86
	BI-WEEKLY	\$	1,516.19	\$	1,615.03	\$	1,713.87	\$	1,812.71	\$	1,911.56	\$	2,010.40
	HOURLY	\$	19.33	\$	20.19	\$	21.42	\$	22.66	\$	23.89	\$	25.13
UTILITY WORKER I	ANNUALLY	\$	42,764.33	\$	44,685.48	\$	46,631.58	\$	48,577.68	\$	50,249.34	\$	52,744.34
	MONTHLY	\$	3,563.69	\$	3,723.79	\$	3,883.97	\$	4,048.14	\$	4,187.45	\$	4,395.36
	BI-WEEKLY	\$	1,644.78	\$	1,718.67	\$	1,793.52	\$	1,868.37	\$	1,932.67	\$	2,028.63
	HOURLY	\$	20.56	\$	21.48	\$	22.42	\$	23.35	\$	24.16	\$	25.36
UTILITY WORKER II	ANNUALLY	\$	46,506.83	\$	47,854.13	\$	50,249.33	\$	52,769.28	\$	55,389.03	\$	58,158.49
	MONTHLY	\$	3,875.57	\$	3,987.84	\$	4,187.44	\$	4,369.44	\$	4,615.75	\$	4,846.54
	BI-WEEKLY	\$	1,788.72	\$	1,840.54	\$	1,932.67	\$	2,029.59	\$	2,130.35	\$	2,236.87
	HOURLY	\$	22.36	\$	23.01	\$	24.16	\$	25.37	\$	26.63	\$	27.96
WASTE WATER GRADE / CERT. CHIEF PLANT OPERATOR	HOURLY	\$	70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons									
	HOURLY	\$	18.41										
INTERIM UTILITY WORKER / PT	HOURLY	\$	16.46	\$	16.96	\$	17.46	\$	17.99	\$	18.53	\$	19.09
	HOURLY	\$	16.46	\$	17.21	\$	17.98	\$	18.78	\$	19.64	\$	20.52
PARK MAINTENANCE / PT	HOURLY	\$	16.46	\$	17.21	\$	17.98	\$	18.78	\$	19.64	\$	20.52
	HOURLY	\$	16.46	\$	17.21	\$	17.98	\$	18.78	\$	19.64	\$	20.52

MOU expiring 06/30/2026 Section 7.04 Incentive Pay allows for a 1% increase to base wage for those employees who obtain job related licenses or certificates which are beyond those required for their assigned classification. The salary steps detailed above do not reflect automatic increases in pay for any employee; rather, they are set forth as an incentive for the employee to perform his/her duties in a manner that exhibits their increased value to the District.



MCCLOUD COMMUNITY SERVICES DISTRICT

2024-25 SALARY SCHEDULE

Effective July 1, 2024

New 3-year MOU agreement with July 1, 2024 5% wage increase

POSITION	TIME	07/01/2023- AM	7-1-19 to 6-30-21 AM	8-1-22 to 06-23 AM	7-1-17 to 5-31-18KP	05/15/18-06/30/18 KD					
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	\$ 96,533.07	\$ 75,000.00	\$ 87,558.38	\$ 70,000.00	\$ 68,000.00					
	MONTHLY	\$ 8,044.42	\$ 6,250.00	\$ 7,296.53	\$ 5,833.33	\$ 5,666.67					
	BI-WEEKLY	\$ 3,712.81	\$ 2,884.62	\$ 3,367.63	\$ 2,692.31	\$ 2,615.38					
	HOURLY	\$ 46.41	\$ 36.06	\$ 42.10	\$ 33.65	\$ 32.69					
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$ 25,000.00	*Negotiated Salary								
	MONTHLY	\$ 2,083.33									
	BI-WEEKLY	\$ 961.54									
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$ 1,171.60	*Negotiated Salary / Paid Quarterly by Points								
	QUARTERLY	\$ 292.90									
	BI-WEEKLY	\$ 66,049.31									
RECRUITMENT/RETENTION OFFICER	ANNUALLY	\$ 2,540.36	*Salary Established by SAFER Grant Recruitment and Retention Coordinator Proposal for 4 year position								
	BI-WEEKLY	\$ 10.00									
	POINTS	\$ 20.00	*Paid Quarterly by Points								
EMT/PARAMEDIC	ANNUALLY	\$ 61,024.27	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
	MONTHLY	\$ 5,085.36	\$ 64,079.13	\$ 67,275.22	\$ 70,654.71	\$ 74,165.18	\$ 77,885.22				
	BI-WEEKLY	\$ 2,347.09	\$ 5,339.93	\$ 5,606.27	\$ 5,887.89	\$ 6,180.43	\$ 6,490.44				
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$ 29.34	\$ 30.81	\$ 32.34	\$ 33.97	\$ 35.66	\$ 37.44				
	MONTHLY	\$ 62,271.48	\$ 65,519.98	\$ 68,768.48	\$ 72,016.97	\$ 75,265.47	\$ 78,513.95				
	BI-WEEKLY	\$ 5,189.29	\$ 5,460.00	\$ 5,730.71	\$ 6,001.41	\$ 6,272.13	\$ 6,542.83				
	HOURLY	\$ 2,395.06	\$ 2,520.00	\$ 2,644.94	\$ 2,769.88	\$ 2,894.83	\$ 3,019.77				
DISTRICT SECRETARY	ANNUALLY	\$ 42,806.74	\$ 44,352.38	\$ 45,269.31	\$ 46,605.38	\$ 47,862.86	\$ 49,408.51	\$ 51,504.31	\$ 51,975.87		
	MONTHLY	\$ 3,567.23	\$ 3,696.03	\$ 3,772.44	\$ 3,883.78	\$ 3,988.57	\$ 4,117.38	\$ 4,292.03	\$ 4,331.32		
	BI-WEEKLY	\$ 1,646.41	\$ 1,705.86	\$ 1,741.13	\$ 1,792.51	\$ 1,840.88	\$ 1,900.33	\$ 1,980.94	\$ 1,999.07		
	HOURLY	\$ 20.58	\$ 21.32	\$ 21.76	\$ 22.41	\$ 23.01	\$ 23.75	\$ 24.76	\$ 24.99		
REFUSE OPERATOR	ANNUALLY	\$ 41,392.07	\$ 44,090.42	\$ 46,788.77	\$ 49,487.11	\$ 52,185.45	\$ 54,883.79	\$ 57,582.15	\$ 60,280.49		
	MONTHLY	\$ 3,449.34	\$ 3,674.20	\$ 3,899.06	\$ 4,123.93	\$ 4,348.79	\$ 4,573.65	\$ 4,798.51	\$ 5,023.37		
	BI-WEEKLY	\$ 1,592.00	\$ 1,695.79	\$ 1,799.57	\$ 1,903.35	\$ 2,007.13	\$ 2,110.92	\$ 2,214.70	\$ 2,318.48		
	HOURLY	\$ 19.90	\$ 21.20	\$ 22.49	\$ 23.79	\$ 25.09	\$ 26.39	\$ 27.68	\$ 28.98		
UTILITY WORKER I	ANNUALLY	\$ 44,902.55	\$ 46,919.75	\$ 48,963.16	\$ 51,005.85	\$ 52,761.81	\$ 55,381.56	\$ 57,713.13	\$ 57,844.12		
	MONTHLY	\$ 3,741.88	\$ 3,909.98	\$ 4,080.26	\$ 4,250.49	\$ 4,396.82	\$ 4,615.13	\$ 4,809.43	\$ 4,820.34		
	BI-WEEKLY	\$ 1,727.02	\$ 1,804.61	\$ 1,883.20	\$ 1,961.76	\$ 2,029.30	\$ 2,130.06	\$ 2,219.74	\$ 2,224.77		
	HOURLY	\$ 21.59	\$ 22.56	\$ 23.54	\$ 24.52	\$ 25.37	\$ 26.63	\$ 27.75	\$ 27.81		
UTILITY WORKER II	ANNUALLY	\$ 48,832.17	\$ 50,246.84	\$ 52,761.80	\$ 55,407.74	\$ 58,158.48	\$ 61,066.41	\$ 63,031.23	\$ 63,450.39		
	MONTHLY	\$ 4,069.35	\$ 4,187.24	\$ 4,396.82	\$ 4,617.31	\$ 4,846.54	\$ 5,088.87	\$ 5,252.60	\$ 5,287.53		
	BI-WEEKLY	\$ 1,878.16	\$ 1,932.57	\$ 2,029.30	\$ 2,131.07	\$ 2,236.86	\$ 2,348.71	\$ 2,424.28	\$ 2,440.40		
	HOURLY	\$ 23.48	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.96	\$ 29.36	\$ 30.30	\$ 30.50		
WASTE WATER GRADE I CERT. CHIEF PLANT OPERATOR	HOURLY	\$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons								
INTERIM UTILITY WORKER / PT	HOURLY	\$ 19.33									
ACCOUNTING CLERK / PT	HOURLY	\$ 17.28	\$ 17.81	\$ 18.33	\$ 18.89	\$ 19.46	\$ 20.04	\$ 20.64	\$ 21.25		
PARK MAINTENANCE / PT	HOURLY	\$ 17.28	\$ 18.07	\$ 18.88	\$ 19.72	\$ 20.62	\$ 21.55	\$ 22.48	\$ 23.41		

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2025-26 SALARY SCHEDULE

Effective July 1, 2025

New 3-year MOU agreement with July 1, 2025 5% wage increase

POSITION	TIME	07/01/2023- AM	7-1-19 to 6-30-21 AM	8-1-22 to 06-23 AM	7-1-17 to 5-31-18KP	05/15/18-06/30/18 KD					
GENERAL MANAGER FSLA OT Exempt	ANNUALLY	\$ 101,359.72	\$ 75,000.00	\$ 87,558.38	\$ 70,000.00	\$ 75,000.00					
	MONTHLY	\$ 8,446.64	\$ 6,250.00	\$ 7,296.53	\$ 5,833.33	\$ 6,250.00					
	BI-WEEKLY	\$ 3,898.45	\$ 2,884.62	\$ 3,367.63	\$ 2,692.31	\$ 2,884.62					
	HOURLY	\$ 48.73	\$ 36.06	\$ 42.10	\$ 33.65	\$ 36.06					
FIRE CHIEF / PT FSLA OT Exempt	ANNUALLY	\$ 25,000.00	*Negotiated Salary								
	MONTHLY	\$ 2,083.33									
	BI-WEEKLY	\$ 961.54									
	QUARTERLY	\$ 1,171.60									
ASSISTANT FIRE CHIEF VOLUNTEER	ANNUALLY	\$ 292.90	*Negotiated Salary / Paid Quarterly by Points								
	MONTHLY	\$ 24.41									
	BI-WEEKLY	\$ 11.21									
	QUARTERLY	\$ 48.82									
RECRUITMENT/RETENTION OFFICER	ANNUALLY	\$ 69,351.77	*Salary Established by SAFER Grant Recruitment and Retention Coordinator Proposal for 4 year position								
	MONTHLY	\$ 5,779.31									
	BI-WEEKLY	\$ 2,667.38									
	HOURLY	\$ 10.00									
FIREFIGHTER VOLUNTEERS	ANNUALLY	\$ 20.00	*Paid Quarterly by Points								
	MONTHLY	\$ 1.67									
	BI-WEEKLY	\$ 0.79									
	HOURLY	\$ 0.17									
EMT/PARAMEDIC	ANNUALLY	\$ 64,075.48	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
	MONTHLY	\$ 5,339.62	\$ 67,283.09	\$ 74,187.45	\$ 77,873.44	\$ 81,779.48					
	BI-WEEKLY	\$ 2,484.44	\$ 5,606.92	\$ 6,182.29	\$ 6,489.45	\$ 6,814.96					
	HOURLY	\$ 30.81	\$ 32.35	\$ 33.96	\$ 35.67	\$ 37.44	\$ 39.32				
PW SUPERINTENDANT FSLA OT Exempt	ANNUALLY	\$ 65,385.05	\$ 68,795.98	\$ 72,206.90	\$ 75,617.82	\$ 79,028.74	\$ 82,439.65				
	MONTHLY	\$ 5,448.75	\$ 5,733.00	\$ 6,017.24	\$ 6,301.49	\$ 6,585.73	\$ 6,869.97				
	BI-WEEKLY	\$ 2,514.81	\$ 2,646.00	\$ 2,777.19	\$ 2,908.38	\$ 3,039.57	\$ 3,170.76				
	HOURLY	\$ 31.44	\$ 33.07	\$ 34.71	\$ 36.35	\$ 37.99	\$ 39.63				
DISTRICT SECRETARY	ANNUALLY	\$ 44,947.07	\$ 46,569.99	\$ 47,532.77	\$ 48,935.65	\$ 50,256.00	\$ 51,878.94	\$ 54,079.53	\$ 54,574.66		
	MONTHLY	\$ 3,745.59	\$ 3,880.83	\$ 3,961.06	\$ 4,077.97	\$ 4,188.00	\$ 4,323.25	\$ 4,506.63	\$ 4,547.89		
	BI-WEEKLY	\$ 1,728.73	\$ 1,791.15	\$ 1,828.18	\$ 1,882.14	\$ 1,932.92	\$ 1,995.34	\$ 2,079.98	\$ 2,099.03		
	HOURLY	\$ 21.61	\$ 22.39	\$ 22.85	\$ 23.53	\$ 24.16	\$ 24.94	\$ 26.00	\$ 26.24		
REFUSE OPERATOR	ANNUALLY	\$ 43,481.67	\$ 46,294.94	\$ 49,128.21	\$ 51,961.47	\$ 54,794.72	\$ 57,627.98	\$ 60,461.26	\$ 63,294.51		
	MONTHLY	\$ 3,621.81	\$ 3,857.91	\$ 4,094.02	\$ 4,330.12	\$ 4,566.23	\$ 4,802.33	\$ 5,038.44	\$ 5,274.54		
	BI-WEEKLY	\$ 1,671.60	\$ 1,780.57	\$ 1,889.55	\$ 1,998.52	\$ 2,107.49	\$ 2,216.46	\$ 2,325.43	\$ 2,434.40		
	HOURLY	\$ 20.90	\$ 22.26	\$ 23.62	\$ 24.98	\$ 26.34	\$ 27.71	\$ 29.07	\$ 30.43		
UTILITY WORKER I	ANNUALLY	\$ 47,147.68	\$ 49,265.74	\$ 51,411.32	\$ 53,556.89	\$ 55,399.89	\$ 58,150.64	\$ 60,598.79	\$ 60,796.33		
	MONTHLY	\$ 3,928.97	\$ 4,105.48	\$ 4,284.28	\$ 4,463.07	\$ 4,616.66	\$ 4,845.89	\$ 5,049.90	\$ 5,061.36		
	BI-WEEKLY	\$ 1,813.37	\$ 1,894.84	\$ 1,977.36	\$ 2,059.88	\$ 2,130.77	\$ 2,236.56	\$ 2,330.72	\$ 2,336.01		
	HOURLY	\$ 22.67	\$ 23.69	\$ 24.72	\$ 25.75	\$ 26.63	\$ 27.96	\$ 29.13	\$ 29.20		
UTILITY WORKER II	ANNUALLY	\$ 51,273.78	\$ 52,759.18	\$ 55,399.89	\$ 58,178.13	\$ 61,066.40	\$ 64,119.72	\$ 66,182.79	\$ 66,622.91		
	MONTHLY	\$ 4,272.81	\$ 4,396.60	\$ 4,616.66	\$ 4,848.18	\$ 5,088.87	\$ 5,343.31	\$ 5,515.23	\$ 5,551.91		
	BI-WEEKLY	\$ 1,972.07	\$ 2,029.20	\$ 2,130.77	\$ 2,237.62	\$ 2,348.71	\$ 2,466.14	\$ 2,545.49	\$ 2,562.42		
	HOURLY	\$ 24.65	\$ 25.36	\$ 26.63	\$ 27.97	\$ 29.36	\$ 30.83	\$ 31.82	\$ 32.03		
WASTE WATER GRADE I CERT. CHIEF PLANT OPERATOR	HOURLY	\$ 70.00	*Work hours limited to what is necessary to effectively administer the testing of the sewer lagoons								
INTERIM UTILITY WORKER / PT	HOURLY	\$ 20.30									
ACCOUNTING CLERK / PT	HOURLY	\$ 18.14	\$ 18.70	\$ 19.25	\$ 19.83	\$ 20.43	\$ 21.04	\$ 21.67	\$ 22.31		
PARK MAINTENANCE / PT	HOURLY	\$ 18.14	\$ 18.97	\$ 19.82	\$ 20.71	\$ 21.65	\$ 22.63	\$ 23.63	\$ 24.63		

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