

DRAFT

Groveland Community Services District  
 Proposed Salary Range Schedule  
 June 19, 2019

FACTORS	
Range 6, Step 5, Annual \$52,128.00	lowest current salary
Step Increase 5.00%	
Range Increase 2.50%	
Pay Periods per Year 26	
Hours per Year 2,080	

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	37,905	39,800	41,790	43,880	46,074	3,159	3,317	3,483	3,657	3,839	1,457.88	1,530.77	1,607.31	1,687.68	1,772.06	18.22	19.13	20.09	21.10	22.15
2	38,852	40,795	42,835	44,977	47,225	3,238	3,400	3,570	3,748	3,935	1,494.32	1,569.04	1,647.49	1,729.87	1,816.36	18.68	19.61	20.59	21.62	22.70
3	39,824	41,815	43,906	46,101	48,406	3,319	3,485	3,659	3,842	4,034	1,531.68	1,608.27	1,688.68	1,773.11	1,861.77	19.15	20.10	21.11	22.16	23.27
4	40,819	42,860	45,003	47,254	49,616	3,402	3,572	3,750	3,938	4,135	1,569.98	1,648.47	1,730.90	1,817.44	1,908.31	19.62	20.61	21.64	22.72	23.85
5	41,840	43,932	46,128	48,435	50,857	3,487	3,661	3,844	4,036	4,238	1,609.22	1,689.69	1,774.17	1,862.88	1,956.02	20.12	21.12	22.18	23.29	24.45
6	42,886	45,030	47,282	49,646	52,128	3,574	3,753	3,940	4,137	4,344	1,649.46	1,731.93	1,818.52	1,909.45	2,004.92	20.62	21.65	22.73	23.87	25.06
7	43,958	46,156	48,464	50,887	53,431	3,663	3,846	4,039	4,241	4,453	1,690.69	1,775.23	1,863.99	1,957.19	2,055.05	21.13	22.19	23.30	24.46	25.69
8	45,057	47,310	49,675	52,159	54,767	3,755	3,942	4,140	4,347	4,564	1,732.96	1,819.61	1,910.59	2,006.12	2,106.42	21.66	22.75	23.88	25.08	26.33
9	46,183	48,493	50,917	53,463	56,136	3,849	4,041	4,243	4,455	4,678	1,776.28	1,865.10	1,958.35	2,056.27	2,159.08	22.20	23.31	24.48	25.70	26.99
10	47,338	49,705	52,190	54,800	57,540	3,945	4,142	4,349	4,567	4,795	1,820.69	1,911.72	2,007.31	2,107.68	2,213.06	22.76	23.90	25.09	26.35	27.66
11	48,521	50,947	53,495	56,170	58,978	4,043	4,246	4,458	4,681	4,915	1,866.21	1,959.52	2,057.49	2,160.37	2,268.39	23.33	24.49	25.72	27.00	28.35
12	49,734	52,221	54,832	57,574	60,452	4,145	4,352	4,569	4,798	5,038	1,912.86	2,008.51	2,108.93	2,214.38	2,325.10	23.91	25.11	26.36	27.68	29.06
13	50,978	53,527	56,203	59,013	61,964	4,248	4,461	4,684	4,918	5,164	1,960.68	2,058.72	2,161.65	2,269.74	2,383.22	24.51	25.73	27.02	28.37	29.79
14	52,252	54,865	57,608	60,488	63,513	4,354	4,572	4,801	5,041	5,293	2,009.70	2,110.19	2,215.70	2,326.48	2,442.80	25.12	26.38	27.70	29.08	30.54
15	53,559	56,236	59,048	62,001	65,101	4,463	4,686	4,921	5,167	5,425	2,059.94	2,162.94	2,271.09	2,384.64	2,503.87	25.75	27.04	28.39	29.81	31.30
16	54,897	57,642	60,524	63,551	66,728	4,575	4,804	5,044	5,296	5,561	2,111.44	2,217.01	2,327.86	2,444.26	2,566.47	26.39	27.71	29.10	30.55	32.08
17	56,270	59,083	62,038	65,139	68,396	4,689	4,924	5,170	5,428	5,700	2,164.23	2,272.44	2,386.06	2,505.36	2,630.63	27.05	28.41	29.83	31.32	32.88
18	57,677	60,561	63,589	66,768	70,106	4,806	5,047	5,299	5,564	5,842	2,218.33	2,329.25	2,445.71	2,568.00	2,696.40	27.73	29.12	30.57	32.10	33.70
19	59,119	62,075	65,178	68,437	71,859	4,927	5,173	5,432	5,703	5,988	2,273.79	2,387.48	2,506.86	2,632.20	2,763.81	28.42	29.84	31.34	32.90	34.55
20	60,597	63,626	66,808	70,148	73,655	5,050	5,302	5,567	5,846	6,138	2,330.64	2,447.17	2,569.53	2,699.00	2,832.90	29.13	30.59	32.12	33.73	35.41
21	62,111	65,217	68,478	71,902	75,497	5,176	5,435	5,706	5,992	6,291	2,388.90	2,508.35	2,633.77	2,765.45	2,903.73	29.86	31.35	32.92	34.57	36.30
22	63,664	66,847	70,190	73,699	77,384	5,305	5,571	5,849	6,142	6,449	2,448.63	2,571.06	2,699.61	2,834.59	2,976.32	30.61	32.14	33.75	35.43	37.20
23	65,256	68,519	71,945	75,542	79,319	5,438	5,710	5,995	6,295	6,610	2,509.84	2,635.33	2,767.10	2,905.45	3,050.73	31.37	32.94	34.59	36.32	38.13
24	66,887	70,232	73,743	77,430	81,302	5,574	5,853	6,145	6,453	6,775	2,572.59	2,701.22	2,836.28	2,978.09	3,127.00	32.16	33.77	35.45	37.23	39.09
25	68,559	71,987	75,587	79,366	83,334	5,713	5,999	6,299	6,614	6,945	2,636.90	2,768.75	2,907.18	3,052.54	3,205.17	32.96	34.61	36.34	38.16	40.06
26	70,273	73,787	77,476	81,350	85,418	5,856	6,149	6,456	6,779	7,118	2,702.82	2,837.97	2,979.86	3,128.86	3,285.30	33.79	35.47	37.25	39.11	41.07
27	72,030	75,632	79,413	83,384	87,553	6,003	6,303	6,618	6,949	7,296	2,770.39	2,908.91	3,054.36	3,207.08	3,367.43	34.63	36.36	38.18	40.09	42.09
28	73,831	77,523	81,399	85,469	89,742	6,153	6,460	6,783	7,122	7,479	2,839.65	2,981.64	3,130.72	3,287.26	3,451.62	35.50	37.27	39.13	41.09	43.15
29	75,677	79,461	83,434	87,605	91,986	6,306	6,622	6,953	7,300	7,665	2,910.65	3,056.18	3,208.99	3,369.44	3,537.91	36.38	38.20	40.11	42.12	44.22
30	77,569	81,447	85,520	89,795	94,285	6,464	6,787	7,127	7,483	7,857	2,983.41	3,132.58	3,289.21	3,453.67	3,626.36	37.29	39.16	41.12	43.17	45.33
31	79,508	83,483	87,658	92,040	96,642	6,626	6,957	7,305	7,670	8,054	3,058.00	3,210.90	3,371.44	3,540.01	3,717.02	38.22	40.14	42.14	44.25	46.46
32	81,496	85,570	89,849	94,341	99,058	6,791	7,131	7,487	7,862	8,255	3,134.45	3,291.17	3,455.73	3,628.51	3,809.94	39.18	41.14	43.20	45.36	47.62
33	83,533	87,710	92,095	96,700	101,535	6,961	7,309	7,675	8,058	8,461	3,212.81	3,373.45	3,542.12	3,719.23	3,905.19	40.16	42.17	44.28	46.49	48.81
34	85,621	89,902	94,398	99,117	104,073	7,135	7,492	7,866	8,260	8,673	3,293.13	3,457.79	3,630.67	3,812.21	4,002.82	41.16	43.22	45.38	47.65	50.04
35	87,762	92,150	96,757	101,595	106,675	7,313	7,679	8,063	8,466	8,890	3,375.46	3,544.23	3,721.44	3,907.51	4,102.89	42.19	44.30	46.52	48.84	51.29
36	89,956	94,454	99,176	104,135	109,342	7,496	7,871	8,265	8,678	9,112	3,459.84	3,632.84	3,814.48	4,005.20	4,205.46	43.25	45.41	47.68	50.07	52.57
37	92,205	96,815	101,656	106,739	112,076	7,684	8,068	8,471	8,895	9,340	3,546.34	3,723.66	3,909.84	4,105.33	4,310.60	44.33	46.55	48.87	51.32	53.88
38	94,510	99,235	104,197	109,407	114,877	7,876	8,270	8,683	9,117	9,573	3,635.00	3,816.75	4,007.59	4,207.96	4,418.36	45.44	47.71	50.09	52.60	55.23

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 June 19, 2019

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
39	96,873	101,716	106,802	112,142	117,749	8,073	8,476	8,900	9,345	9,812	3,725.87	3,912.17	4,107.78	4,313.16	4,528.82	46.57	48.90	51.35	53.91	56.61
40	99,295	104,259	109,472	114,946	120,693	8,275	8,688	9,123	9,579	10,058	3,819.02	4,009.97	4,210.47	4,420.99	4,642.04	47.74	50.12	52.63	55.26	58.03
41	101,777	106,866	112,209	117,819	123,710	8,481	8,905	9,351	9,818	10,309	3,914.50	4,110.22	4,315.73	4,531.52	4,758.09	48.93	51.38	53.95	56.64	59.48
42	104,321	109,537	115,014	120,765	126,803	8,693	9,128	9,585	10,064	10,567	4,012.36	4,212.98	4,423.62	4,644.81	4,877.05	50.15	52.66	55.30	58.06	60.96
43	106,929	112,276	117,890	123,784	129,973	8,911	9,356	9,824	10,315	10,831	4,112.67	4,318.30	4,534.22	4,760.93	4,998.97	51.41	53.98	56.68	59.51	62.49
44	109,603	115,083	120,837	126,879	133,223	9,134	9,590	10,070	10,573	11,102	4,215.48	4,426.26	4,647.57	4,879.95	5,123.95	52.69	55.33	58.09	61.00	64.05
45	112,343	117,960	123,858	130,051	136,553	9,362	9,830	10,321	10,838	11,379	4,320.87	4,536.91	4,763.76	5,001.95	5,252.05	54.01	56.71	59.55	62.52	65.65
46	115,151	120,909	126,954	133,302	139,967	9,596	10,076	10,580	11,108	11,664	4,428.89	4,650.34	4,882.85	5,127.00	5,383.35	55.36	58.13	61.04	64.09	67.29
47	118,030	123,931	130,128	136,634	143,466	9,836	10,328	10,844	11,386	11,956	4,539.61	4,766.60	5,004.93	5,255.17	5,517.93	56.75	59.58	62.56	65.69	68.97
48	120,981	127,030	133,381	140,050	147,053	10,082	10,586	11,115	11,671	12,254	4,653.11	4,885.76	5,130.05	5,386.55	5,655.88	58.16	61.07	64.13	67.33	70.70
49	124,005	130,206	136,716	143,552	150,729	10,334	10,850	11,393	11,963	12,561	4,769.43	5,007.90	5,258.30	5,521.21	5,797.28	59.62	62.60	65.73	69.02	72.47
50	127,105	133,461	140,134	147,140	154,497	10,592	11,122	11,678	12,262	12,875	4,888.67	5,133.10	5,389.76	5,659.24	5,942.21	61.11	64.16	67.37	70.74	74.28
51	130,283	136,797	143,637	150,819	158,360	10,857	11,400	11,970	12,568	13,197	5,010.89	5,261.43	5,524.50	5,800.73	6,090.76	62.64	65.77	69.06	72.51	76.13
52	133,540	140,217	147,228	154,589	162,319	11,128	11,685	12,269	12,882	13,527	5,136.16	5,392.97	5,662.61	5,945.74	6,243.03	64.20	67.41	70.78	74.32	78.04
53	136,879	143,723	150,909	158,454	166,377	11,407	11,977	12,576	13,205	13,865	5,264.56	5,527.79	5,804.18	6,094.39	6,399.11	65.81	69.10	72.55	76.18	79.99
54	140,301	147,316	154,681	162,415	170,536	11,692	12,276	12,890	13,535	14,211	5,396.18	5,665.98	5,949.28	6,246.75	6,559.08	67.45	70.82	74.37	78.08	81.99
55	143,808	150,998	158,548	166,476	174,800	11,984	12,583	13,212	13,873	14,567	5,531.08	5,807.63	6,098.02	6,402.92	6,723.06	69.14	72.60	76.23	80.04	84.04
56	147,403	154,773	162,512	170,638	179,170	12,284	12,898	13,543	14,220	14,931	5,669.36	5,952.82	6,250.47	6,562.99	6,891.14	70.87	74.41	78.13	82.04	86.14
57	151,088	158,643	166,575	174,904	183,649	12,591	13,220	13,881	14,575	15,304	5,811.09	6,101.65	6,406.73	6,727.06	7,063.42	72.64	76.27	80.08	84.09	88.29
58	154,866	162,609	170,739	179,276	188,240	12,905	13,551	14,228	14,940	15,687	5,956.37	6,254.19	6,566.90	6,895.24	7,240.00	74.45	78.18	82.09	86.19	90.50
59	158,737	166,674	175,008	183,758	192,946	13,228	13,890	14,584	15,313	16,079	6,105.28	6,410.54	6,731.07	7,067.62	7,421.00	76.32	80.13	84.14	88.35	92.76
60	162,706	170,841	179,383	188,352	197,770	13,559	14,237	14,949	15,696	16,481	6,257.91	6,570.80	6,899.34	7,244.31	7,606.53	78.22	82.14	86.24	90.55	95.08
61	166,773	175,112	183,868	193,061	202,714	13,898	14,593	15,322	16,088	16,893	6,414.36	6,735.07	7,071.83	7,425.42	7,796.69	80.18	84.19	88.40	92.82	97.46
62	170,943	179,490	188,464	197,887	207,782	14,245	14,957	15,705	16,491	17,315	6,574.72	6,903.45	7,248.62	7,611.06	7,991.61	82.18	86.29	90.61	95.14	99.90
63	175,216	183,977	193,176	202,835	212,976	14,601	15,331	16,098	16,903	17,748	6,739.08	7,076.04	7,429.84	7,801.33	8,191.40	84.24	88.45	92.87	97.52	102.39
64	179,597	188,576	198,005	207,905	218,301	14,966	15,715	16,500	17,325	18,192	6,907.56	7,252.94	7,615.59	7,996.36	8,396.18	86.34	90.66	95.19	99.95	104.95
65	184,086	193,291	202,955	213,103	223,758	15,341	16,108	16,913	17,759	18,647	7,080.25	7,434.26	7,805.98	8,196.27	8,606.09	88.50	92.93	97.57	102.45	107.58
66	188,689	198,123	208,029	218,431	229,352	15,724	16,510	17,336	18,203	19,113	7,257.26	7,620.12	8,001.12	8,401.18	8,821.24	90.72	95.25	100.01	105.01	110.27
67	193,406	203,076	213,230	223,891	235,086	16,117	16,923	17,769	18,658	19,591	7,438.69	7,810.62	8,201.15	8,611.21	9,041.77	92.98	97.63	102.51	107.64	113.02
68	198,241	208,153	218,561	229,489	240,963	16,520	17,346	18,213	19,124	20,080	7,624.65	8,005.89	8,406.18	8,826.49	9,267.82	95.31	100.07	105.08	110.33	115.85
69	203,197	213,357	224,025	235,226	246,987	16,933	17,780	18,669	19,602	20,582	7,815.27	8,206.03	8,616.34	9,047.15	9,499.51	97.69	102.58	107.70	113.09	118.74
70	208,277	218,691	229,625	241,107	253,162	17,356	18,224	19,135	20,092	21,097	8,010.65	8,411.19	8,831.74	9,273.33	9,737.00	100.13	105.14	110.40	115.92	121.71
71	213,484	224,158	235,366	247,134	259,491	17,790	18,680	19,614	20,595	21,624	8,210.92	8,621.46	9,052.54	9,505.17	9,980.42	102.64	107.77	113.16	118.81	124.76
72	218,821	229,762	241,250	253,313	265,978	18,235	19,147	20,104	21,109	22,165	8,416.19	8,837.00	9,278.85	9,742.79	10,229.93	105.20	110.46	115.99	121.78	127.87
73	224,292	235,506	247,281	259,645	272,628	18,691	19,626	20,607	21,637	22,719	8,626.60	9,057.93	9,510.82	9,986.36	10,485.68	107.83	113.22	118.89	124.83	131.07
74	229,899	241,394	253,463	266,137	279,443	19,158	20,116	21,122	22,178	23,287	8,842.26	9,284.37	9,748.59	10,236.02	10,747.82	110.53	116.05	121.86	127.95	134.35
75	235,646	247,429	259,800	272,790	286,430	19,637	20,619	21,650	22,733	23,869	9,063.32	9,516.48	9,992.31	10,491.92	11,016.52	113.29	118.96	124.90	131.15	137.71
76	241,537	253,614	266,295	279,610	293,590	20,128	21,135	22,191	23,301	24,466	9,289.90	9,754.40	10,242.12	10,754.22	11,291.93	116.12	121.93	128.03	134.43	141.15
77	247,576	259,955	272,952	286,600	300,930	20,631	21,663	22,746	23,883	25,078	9,522.15	9,998.26	10,498.17	11,023.08	11,574.23	119.03	124.98	131.23	137.79	144.68
78	253,765	266,454	279,776	293,765	308,453	21,147	22,204	23,315	24,480	25,704	9,760.20	10,248.21	10,760.62	11,298.65	11,863.59	122.00	128.10	134.51	141.23	148.29
79	260,109	273,115	286,771	301,109	316,165	21,676	22,760	23,898	25,092	26,347	10,004.21	10,504.42	11,029.64	11,581.12	12,160.18	125.05	131.31	137.87	144.76	152.00
80	266,612	279,943	293,940	308,637	324,069	22,218	23,329	24,495	25,720	27,006	10,254.31	10,767.03	11,305.38	11,870.65	12,464.18	128.18	134.59	141.32	148.38	155.80
81	273,277	286,941	301,288	316,353	332,170	22,773	23,912	25,107	26,363	27,681	10,510.67	11,036.20	11,588.01	12,167.41	12,775.79	131.38	137.95	144.85	152.09	159.70
82	280,109	294,115	308,821	324,262	340,475	23,342	24,510	25,735	27,022	28,373	10,773.44	11,312.11	11,877.71	12,471.60	13,095.18	134.67	141.40	148.47	155.90	163.69
83	287,112	301,468	316,541	332,368	348,987	23,926	25,122	26,378	27,697	29,082	11,042.77	11,594.91	12,174.66	12,783.39	13,422.56	138.03	144.94	152.18	159.79	167.78
84	294,290	309,004	324,455	340,677	357,711	24,524	25,750	27,038	28,390	29,809	11,318.84	11,884.78	12,479.02	13,102.98	13,758.12	141.49	148.56	155.99	163.79	171.98
85	301,647	316,730	332,566	349,194	366,654	25,137	26,394	27,714	29,100	30,555	11,601.81	12,181.90	12,791.00	13,430.55	14,102.08	145.02	152.27	159.89	167.88	176.28
86	309,188	324,648	340,880	357,924	375,820	25,766	27,054	28,407	29,827	31,318	11,891.86	12,486.45	13,110.77	13,766.31	14,454.63	148.65	156.08	163.88	172.08	180.68
87	316,918	332,764	349,402	366,872	385,216	26,410	27,730	29,117	30,573	32,101	12,189.16	12,798.61	13,438.54	14,110.47	14,815.99	152.36	159.98	167.98	176.38	

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Groveland Community Services District  
 Proposed Salary Range Schedule  
 June 19, 2019

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
91	349,818	367,309	385,675	404,958	425,206	29,152	30,609	32,140	33,747	35,434	13,454.55	14,127.27	14,833.64	15,575.32	16,354.09	168.18	176.59	185.42	194.69	204.43
92	358,564	376,492	395,316	415,082	435,836	29,880	31,374	32,943	34,590	36,320	13,790.91	14,480.46	15,204.48	15,964.70	16,762.94	172.39	181.01	190.06	199.56	209.54
93	367,528	385,904	405,199	425,459	446,732	30,627	32,159	33,767	35,455	37,228	14,135.68	14,842.47	15,584.59	16,363.82	17,182.01	176.70	185.53	194.81	204.55	214.78
94	376,716	395,552	415,329	436,096	457,901	31,393	32,963	34,611	36,341	38,158	14,489.08	15,213.53	15,974.21	16,772.92	17,611.56	181.11	190.17	199.68	209.66	220.14
95	386,134	405,441	425,713	446,998	469,348	32,178	33,787	35,476	37,250	39,112	14,851.30	15,593.87	16,373.56	17,192.24	18,051.85	185.64	194.92	204.67	214.90	225.65
96	395,787	415,577	436,355	458,173	481,082	32,982	34,631	36,363	38,181	40,090	15,222.58	15,983.71	16,782.90	17,622.04	18,503.15	190.28	199.80	209.79	220.28	231.29
97	405,682	425,966	447,264	469,627	493,109	33,807	35,497	37,272	39,136	41,092	15,603.15	16,383.31	17,202.47	18,062.60	18,965.73	195.04	204.79	215.03	225.78	237.07
98	415,824	436,615	458,446	481,368	505,437	34,652	36,385	38,204	40,114	42,120	15,993.23	16,792.89	17,632.53	18,514.16	19,439.87	199.92	209.91	220.41	231.43	243.00
99	426,220	447,531	469,907	493,402	518,073	35,518	37,294	39,159	41,117	43,173	16,393.06	17,212.71	18,073.35	18,977.01	19,925.87	204.91	215.16	225.92	237.21	249.07
100	436,875	458,719	481,655	505,737	531,024	36,406	38,227	40,138	42,145	44,252	16,802.89	17,643.03	18,525.18	19,451.44	20,424.01	210.04	220.54	231.56	243.14	255.30
General Manager (Contract)			\$150,000 Annually																	

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Groveland Community Services District  
Salary Range Placement Recommendations  
June 19, 2019

Class Title	Proposed Salary Range
Administrative Services Technician I	3
Administrative Services Technician II	7
Administrative Services Technician III	13
Chief Plant Operator	27
Collection and Distribution System Operator I	7
Collection and Distribution System Operator II	11
Collection and Distribution System Operator III	15
Collections and Distribution Lead	19
Finance Clerk (Accountant)	20
Maintenance Mechanic I	13
Maintenance Mechanic II	17
Maintenance Mechanic III	21
Office Manager (Administrative Services Manager)	29
Operations & Maintenance Manager	38
Operations & Maintenance Superintendent	27
Water/Wastewater Operator I	11
Water/Wastewater Operator II	15
Water/Wastewater Operator III	19
General Manager (Contract)	\$150,000 Annually