

INTRODUCTION

Salary Ranges are vertically separated by approximately 2.75% increments, and Salary Steps are horizontally separated by approximately 5.5% increments. Rates may vary slightly (higher or lower) due to rounding.

Salary Steps are designated by letters A, B, C, D, or E.

For example: An employee in Unit A (Salary Schedule 4) on Range 14, Step B, would have a salary code designation of 4 14 B.

Employees are paid on 260, 235, 225, 220, 209 or 207 day assignments. Pay frequency may be 12, 11 or 10.5 months.

Annual salary is calculated by multiplying the assignment days by the regular hours worked per day, and then by the hourly rate.
(example: 260 days * 8 hours * \$25.00 = \$52,000 annually)

Annual salary divided by the pay frequency equals the pay period (monthly) rate.
(example: \$52,000 annual salary / 12 pay periods = \$4,333.33)

California minimum wage of \$14.00 per hour effective 1/1/2021.
California minimum wage of \$15.00 per hour will be effective 1/1/2022.
Federal minimum wage of \$7.25 per hour effective 7/24/2009.

Salary tables reflect a 2% increase effective 7/1/2018.

SALARY SCHEDULE 4 UNIT A – CLERICAL AND SUPPORT SERVICES - (C1)
SALARY SCHEDULE 5 UNIT B - CONSTRUCTION, REPAIR AND TRANSPORTATION - (C2)
 HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 11/20/2019)

SALARY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
01	13.06550	13.77924	14.53914	15.34488	16.18524
02	13.42224	14.15907	14.94198	15.75926	16.62275
03	13.79104	14.55056	15.35610	16.19684	17.08328
04	14.17054	14.95339	15.77086	16.64583	17.56670
05	14.56222	15.36783	16.20819	17.10597	18.05011
06	14.96499	15.78234	16.65743	17.56670	18.53334
07	15.37937	16.21959	17.11790	18.05011	19.04002
08	15.79387	16.66884	17.57805	18.54488	19.56991
09	16.23139	17.12918	18.06159	19.06304	20.11071
10	16.68019	17.60100	18.56808	19.58094	20.66297
11	17.14065	18.08454	19.07451	20.12218	21.22716
12	17.61247	18.57969	19.60428	20.67477	21.81436
13	18.09627	19.08599	20.13359	21.25017	22.42445

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14	18.59103	19.61568	20.68630	21.82596	23.02299
15	19.09752	20.15661	21.26171	22.42445	23.65610
16	19.62703	20.70938	21.84891	23.04601	24.31240
17	20.16808	21.27351	22.44759	23.67930	24.98012
18	20.72079	21.86019	23.06922	24.33516	25.67053
19	21.29633	22.45906	23.70219	25.00314	26.37300
20	21.87212	23.08062	24.34683	25.69368	27.10962
21	22.48214	23.71404	25.01474	26.39607	27.84619
22	23.09197	24.36984	25.70508	27.12123	28.61782
23	23.73674	25.03769	26.41870	27.86952	29.40042
24	24.38151	25.72842	27.14418	28.62911	30.20622
25	25.06051	26.43043	27.89254	29.42349	31.04664
26	25.73970	27.15578	28.65237	30.22929	31.88667

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27	26.45325	27.90433	29.44626	31.05798	32.76208
28	27.17854	28.67488	30.25250	31.91000	33.65962
29	27.92703	29.45792	31.08119	32.79651	34.60389
30	28.69802	30.27558	31.93320	33.69436	35.54751
31	29.48100	31.10401	32.81927	34.62684	36.52608
32	30.29847	31.95571	33.71731	35.57059	37.52759
33	31.12740	32.84241	34.64959	36.54909	38.56359
34	31.97910	33.74033	35.59354	37.56220	39.62247
35	32.86536	34.67274	36.57229	38.58660	40.70482
36	33.76334	35.62828	37.58515	39.64562	41.82134
37	34.69575	36.60640	38.62128	40.73931	42.98408
38	35.65149	37.60797	39.68030	41.85596	44.15803
39	36.62967	38.64442	40.77393	43.00716	45.36705

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40	37.64253	39.70338	41.89038	44.19284	46.62146
41	38.66724	40.79662	43.04158	45.41314	47.91119
42	39.73780	41.92481	44.22746	46.65621	49.22329
43	40.83111	43.07601	45.44744	47.94555	50.58180
44	41.94801	44.26182	46.69082	49.25772	51.97551
45	43.11036	45.47046	47.97978	50.61636	53.40185
46	44.28502	46.72518	49.29233	52.00891	54.86402
47	45.50494	48.01434	50.65097	53.43633	56.37209
48	46.76005	49.32669	52.04359	54.90992	57.92586
49	48.04908	50.68514	53.47095	56.41799	59.52612
50	49.36137	52.07808	54.94434	57.97234	61.16073
51	50.71969	53.51691	56.45241	59.56067	62.84137
52	52.12417	54.99056	58.00638	61.20669	64.56823

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SALARY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
53	53.55128	56.49850	59.60651	62.88753	66.34099
54	55.02511	58.05267	61.24150	64.61400	68.17132
55	56.54421	59.65266	62.93343	66.38689	70.03620
56	58.09850	61.28715	64.66023	68.21715	71.97006
57	59.68722	62.97933	66.43299	70.09377	73.95013
58	61.33343	64.70657	68.26344	72.01608	75.97611
59	63.01401	66.49062	70.13973	73.99603	78.07112
60	64.75234	68.30972	72.07346	76.03361	80.21229
61	66.53677	70.19730	74.05353	78.12869	82.42244
62	68.36684	72.11987	76.09149	80.27005	84.69022
63	70.24345	74.11110	78.18645	82.48007	87.01557
64	72.17724	76.14867	80.32730	84.74785	89.40995
65	74.15719	78.23222	82.53757	87.08480	91.87344

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66	76.19502	80.38531	84.80548	89.47918	94.40578
67	78.28991	82.59514	87.14223	91.93107	96.98447
68	80.44256	84.87459	89.53650	94.46341	99.65521
69	82.66443	87.21121	92.00018	97.06492	102.40666
70	84.93209	89.60547	94.53290	99.73579	105.22703
71	87.26751	92.06973	97.13244	102.47864	108.12057
72	89.60305	94.53392	99.73209	105.22148	111.01438
73	91.93866	96.99805	102.33163	107.96413	113.90799
74	94.27440	99.46237	104.93123	110.70672	116.80186
75	96.61007	101.92624	107.53101	113.44969	119.69553

Catalina Island Unit A and B employees receive an additional \$3.4618 per hour.