

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 1
CONFIDENTIAL (CO) - SUPERVISORY (S1) - MANAGEMENT (M2)
HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|---------------------|----------|----------|----------|
| 01 | 13.87563 | 14.64169 | 15.44394 | 16.29406 |
| 02 | 14.25844 | 15.03675 | 15.863 | 16.73663 |
| 03 | 14.65363 | 15.45588 | 16.30588 | 17.20369 |
| 04 | 15.04875 | 15.87475 | 16.74875 | 17.67063 |
| 05 | 15.46788 | 16.31756 | 17.21569 | 18.16163 |
| 06 | 15.8865 | 16.76069 | 17.68238 | 18.66463 |
| 07 | 16.32981 | 17.22756 | 18.17313 | 19.17925 |
| 08 | 16.77269 | 17.69444 | 18.6765 | 19.70581 |
| 09 | 17.23963 | 18.18525 | 19.19113 | 20.24444 |
| 10 | 17.71838 | 18.68819 | 19.71781 | 20.79544 |
| 11 | 18.19738 | 19.20313 | 20.25663 | 21.37006 |
| 12 | 18.70038 | 19.72969 | 20.8195 | 21.9565 |

SALARY SCHEDULE 1
CONFIDENTIAL (CO) - SUPERVISORY (S1) - MANAGEMENT (M2)
 HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 13 | 19.215 | 20.26856 | 21.38225 | 22.56719 |
| 14 | 19.74163 | 20.831 | 21.96875 | 23.17781 |
| 15 | 20.28038 | 21.40613 | 22.57913 | 23.82406 |
| 16 | 20.843 | 21.99281 | 23.20144 | 24.47081 |
| 17 | 21.41775 | 22.59119 | 23.83625 | 25.15319 |
| 18 | 22.00469 | 23.2135 | 24.49481 | 25.83588 |
| 19 | 22.61494 | 23.85988 | 25.16531 | 26.55363 |
| 20 | 23.23731 | 24.50663 | 25.8595 | 27.28425 |
| 21 | 23.87219 | 25.18913 | 26.56581 | 28.02625 |
| 22 | 24.5305 | 25.87156 | 27.2965 | 28.8045 |
| 23 | 25.20094 | 26.58963 | 28.05025 | 29.59456 |
| 24 | 25.89531 | 27.32025 | 28.82869 | 30.40875 |

SALARY SCHEDULE 1
CONFIDENTIAL (CO) - SUPERVISORY (S1) - MANAGEMENT (M2)
HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 25 | 26.61375 | 28.07425 | 29.61875 | 31.24675 |
| 26 | 27.34406 | 28.8405 | 30.433 | 32.10863 |
| 27 | 28.08606 | 29.64281 | 31.271 | 32.98275 |
| 28 | 28.86463 | 30.45663 | 32.12088 | 33.89281 |
| 29 | 29.65469 | 31.29475 | 33.00681 | 34.82663 |
| 30 | 30.46863 | 32.14469 | 33.91675 | 35.78413 |
| 31 | 31.30675 | 33.03094 | 34.85056 | 36.76594 |
| 32 | 32.16888 | 33.9405 | 35.80806 | 37.78356 |
| 33 | 33.05488 | 34.87419 | 36.78994 | 38.81319 |
| 34 | 33.96444 | 35.83219 | 37.80744 | 39.89075 |
| 35 | 34.89838 | 36.8255 | 38.849 | 40.98013 |
| 36 | 35.85625 | 37.83138 | 39.91463 | 42.10538 |

SALARY SCHEDULE 1
CONFIDENTIAL (CO) - SUPERVISORY (S1) - MANAGEMENT (M2)
 HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 37 | 36.84975 | 38.87275 | 41.01588 | 43.26669 |
| 38 | 37.85544 | 39.93863 | 42.14131 | 44.45194 |
| 39 | 38.89694 | 41.04013 | 43.30244 | 45.67294 |
| 40 | 39.97438 | 42.16519 | 44.48781 | 46.93025 |
| 41 | 41.064 | 43.32656 | 45.70906 | 48.22306 |
| 42 | 42.20113 | 44.52381 | 46.96606 | 49.55206 |
| 43 | 43.3625 | 45.74494 | 48.25913 | 50.91694 |
| 44 | 44.54775 | 47.00188 | 49.58781 | 52.31763 |
| 45 | 45.78106 | 48.29513 | 50.95275 | 53.75444 |
| 46 | 47.03781 | 49.62394 | 52.35344 | 55.22663 |
| 47 | 48.33075 | 50.98838 | 53.79025 | 56.74694 |
| 48 | 49.65994 | 52.38931 | 55.2745 | 58.31569 |

SALARY SCHEDULE 1
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 HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 49 | 51.0245 | 53.82625 | 56.79506 | 59.91969 |
| 50 | 52.42544 | 55.31069 | 58.35144 | 61.55994 |
| 51 | 53.87388 | 56.83088 | 59.95588 | 63.26006 |
| 52 | 55.34644 | 58.39931 | 61.60769 | 64.99569 |
| 53 | 56.867 | 60.00369 | 63.29581 | 66.77988 |
| 54 | 58.43525 | 61.65563 | 65.04375 | 68.62344 |
| 55 | 60.03956 | 63.344 | 66.82781 | 70.50281 |
| 56 | 61.69175 | 65.09175 | 68.67125 | 72.44225 |
| 57 | 63.3915 | 66.87563 | 70.55088 | 74.44169 |
| 58 | 65.13956 | 68.71888 | 72.50225 | 76.48894 |
| 59 | 66.92319 | 70.61088 | 74.48944 | 78.58413 |
| 60 | 68.76694 | 72.55044 | 76.53675 | 80.75106 |

SALARY SCHEDULE 1
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 HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 61 | 70.65869 | 74.54969 | 78.64375 | 82.96569 |
| 62 | 72.59775 | 76.59681 | 80.81063 | 85.25244 |
| 63 | 74.59744 | 78.70406 | 83.02581 | 87.59881 |
| 64 | 76.64481 | 80.85869 | 85.31244 | 90.00513 |
| 65 | 78.7515 | 83.08563 | 87.65881 | 92.4835 |
| 66 | 80.91881 | 85.37206 | 90.06519 | 95.02175 |
| 67 | 83.14544 | 87.71856 | 92.54331 | 97.63125 |
| 68 | 85.432 | 90.137 | 95.09331 | 100.3249 |
| 69 | 87.77875 | 92.61513 | 97.7035 | 103.0786 |
| 70 | 90.197 | 95.15331 | 100.3969 | 105.9159 |
| 71 | 92.67738 | 97.77013 | 103.1579 | 108.8288 |
| 72 | 95.15794 | 100.3868 | 105.9186 | 111.7416 |

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HOURLY RATES - EFFECTIVE 07/01/2018 (Board Action: 03/27/2019)

| SALARY RANGE | STEP A | STEP B | STEP C | STEP D |
|--------------|----------|----------|----------|----------|
| 73 | 97.63844 | 103.0036 | 108.6796 | 114.6541 |
| 74 | 100.1186 | 105.6201 | 111.4406 | 117.5667 |
| 75 | 102.5991 | 108.2369 | 114.2016 | 120.4794 |

Catalina Island Management, Confidential and Supervisory employees receive an additional \$3.6755 per hour.