

RESOLUTION 25/26-05

A RESOLUTION OF THE BOARD OF DIRECTORS OF BEAR VALLEY COMMUNITY SERVICES DISTRICT AMENDING THE BEAR VALLEY COMMUNITY SERVICES DISTRICT EMPLOYEE WAGE SCHEDULE EFFECTIVE JULY 1, 2025

The Board of Directors is required to adopt a salary schedule as part of the final budget for Fiscal Year 2025/26.

The Board of Directors approved an MOU with the California Federation of Public Service Employees (FPSE) on May 9, 2024 and the Bear Valley Police Officers Association (BVPOA) on June 13, 2024 which included at cost-of-living adjustment.

California Government Code section 570.5 requires that public agencies have a publicly available pay schedule that meets the following requirements:

- (1) Has been duly approved and adopted by the governing body;
- (2) Identifies the position title for every employee position;
- (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time basis, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is 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 website;
- (6) Indicates effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing a payrate.

The Board of Directors of Bear Valley Community Services District resolves:

The Bear Valley Community Services District Employee Wage Schedule attached to this resolution as Exhibits 1 and 2 replace the Wage Schedule approved as part of the Final Budget for Fiscal Year 2025/26. This Resolution hereby rescinds Resolution 24/25-59 adopted June 12, 2025.

PASSED, APPROVED AND ADOPTED on August 14, 2025 by the following vote:

AYES:	Lewis, Tabor, Hernandez, Paparella, Frevert
NOES:	None
ABSENT:	None
ABSTAIN:	None



Geva Frevert, President
Bear Valley Community Services District

ATTEST:

I hereby certify that the above Resolution No. 25/26-05 was duly introduced, read, and adopted by the District at a regularly noticed meeting held on August 14, 2025.



Denise Jelleschitz,
Secretary of the Board of Directors



Bear Valley Community Services District
Part-Time (PT, Seasonal, Temporary, etc.) Hourly Rates
Effective July 1, 2025

Prev Scale	Pay Scale Level	Classification	A	B	C	D	E	F
1	1	Clerk (b)	19.23	20.19	21.20	22.26	23.37	24.54
1	1	Gate Pass Coordinator	19.23	20.19	21.20	22.26	23.37	24.54
2	1-2	Intern (b)	19.23	20.19	21.20	22.26	23.37	24.54
2	1-2	Laborer (c)	19.23	20.19	21.20	22.26	23.37	24.54
3	2	Bookkeeper (b)	24.65	25.88	27.18	28.54	29.96	31.46
3	2	Customer Service Specialist (b)	24.65	25.88	27.18	28.54	29.96	31.46
3	2	Office Assistant	24.65	25.88	27.18	28.54	29.96	31.46
3	2	Wastewater Operator-in-Training (a)	24.65	25.88	27.18	28.54	29.96	31.46
3	2	Water Operator-in-Training (a)	24.65	25.88	27.18	28.54	29.96	31.46
3	3	Police Technician	32.04	33.64	35.32	37.09	38.94	40.89
4	3	Billing Clerk	32.04	33.64	35.32	37.09	38.94	40.89
	4	Police Officer I	33.65	35.33	37.10	38.95	40.90	42.95
	5	Police Officer II	35.33	37.10	38.95	40.90	42.94	45.09
5	6	Police Officer III	37.10	38.96	40.90	42.95	45.10	47.35

- a) No adopted job description; need to create
- b) No adopted job description; need to remove (no incumbent)
- c) No adopted job description; need to remove (occupied)

Bear Valley Community Services
District Full-Time Bi-Weekly Wage
Schedule Effective July 1, 2025

+Classification	Scale	A	B	C	D	E	F
Gate Pass Coordinator	1	1,537.97	1,614.87	1,695.62	1,780.40	1,869.42	1,962.89
Maintenance Worker I	2	1,972.26	2,070.87	2,174.41	2,283.13	2,397.29	2,517.16
Office Assistant	2	1,972.26	2,070.87	2,174.41	2,283.13	2,397.29	2,517.16
Wastewater Operator-in-Training (a)	2	1,972.26	2,070.87	2,174.41	2,283.13	2,397.29	2,517.16
Water Operator-in-Training (a)	2	1,972.26	2,070.87	2,174.41	2,283.13	2,397.29	2,517.16
Reserve Officer	2	1,972.26	2,070.87	2,174.41	2,283.13	2,397.29	2,517.16
Administrative Assistant I	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Billing Clerk	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Admin Office Lead (b)	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Heavy Equip Oper/Water Operator I (a)	43	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Maintenance Worker II	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Wastewater Operator I	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Water Operator I	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Police Technician (a)	3	2,563.60	2,691.78	2,826.37	2,967.69	3,116.08	3,271.88
Accounting Clerk (c)	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Administrative Assistant II	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Billing Clerk II (c)	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Information Tech Systems Admin	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Maintenance Worker III	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Wastewater Operator II	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Water Operator II	4	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Administrative Assistant III	5	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Heavy Equip Oper/Water Oper II (a)	54	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Roads Crew Lead	5	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Wastewater Operator III	5	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Water Operator III	5	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Police Officer I	45	2,692.28	2,826.89	2,968.24	3,116.65	3,272.48	3,436.11
Administrative Specialist I	6	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Communications Specialist	6	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Heavy Equip Oper/Water Oper III (a)	65	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Wastewater Operator IV	6	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Water Operator IV	6	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Police Officer II	56	2,826.63	2,967.97	3,116.36	3,272.18	3,435.79	3,607.58
Water Operator V	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Water Operator V	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Sr. Water Operator (b)	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Sr. Wastewater Operator (b)	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Administrative Specialist II (c)	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Accountant I	7	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
Police Officer III	67	2,968.08	3,116.49	3,272.31	3,435.93	3,607.73	3,788.11
Accountant II	8	3,428.39	3,599.81	3,779.80	3,968.79	4,167.23	4,375.59
Administrative Supervisor	8	3,428.39	3,599.81	3,779.80	3,968.79	4,167.23	4,375.59
Sr. Police Officer (b)	78	3,116.16	3,271.97	3,435.56	3,607.34	3,787.71	3,977.09
General Services Supervisor	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73

Bear Valley Community Services
District Full-Time Bi-Weekly Wage
Schedule Effective July 1, 2025

Classification	Scale	A	B	C	D	E	F
Roads Supervisor	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73
Wastewater Supervisor	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73
Water Supervisor	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73
Accountant III	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73
Assistant to the General Manager	9	3,770.90	3,959.44	4,157.41	4,365.28	4,583.55	4,812.73
Finance Manager	10	3,959.65	4,157.64	4,365.52	4,583.79	4,812.98	5,053.63
Sergeant	10	3,959.65	4,157.64	4,365.52	4,583.79	4,812.98	5,053.63
Human Resources Administrator (a)	10	3,959.65	4,157.64	4,365.52	4,583.79	4,812.98	5,053.63
Public Works Project Manager (a)	11	4,553.37	4,781.03	5,020.09	5,271.09	5,534.64	5,811.38
Administrative Services Director	12	5,691.59	5,976.17	6,274.98	6,588.73	6,918.16	7,264.07
Finance Director	12	5,691.59	5,976.17	6,274.98	6,588.73	6,918.16	7,264.07
Public Works Director	12	5,691.59	5,976.17	6,274.98	6,588.73	6,918.16	7,264.07
Chief of Police (Contract)							6,313.85
Assistant General Manager	13	6,545.02	6,872.27	7,215.88	7,576.68	7,955.51	8,353.29
General Manager (Contract)							8,461.54

- a) No adopted job description; need to create
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- c) No adopted job description; need to remove (occupied)