

RESOLUTION 2025-24

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE BEAUMONT-CHERRY VALLEY WATER DISTRICT
REVISING THE DISTRICT'S ORGANIZATION CHART
AND SALARY SCHEDULE EFFECTIVE JULY 1, 2025**

WHEREAS, it is determined to be in the best interest of the Beaumont-Cherry Valley Water District ("District") to hire and compensate employees to perform desired essential functions and responsibilities; and

WHEREAS, The District's Personnel Policies and Procedures provides that classification titles and pay ranges shall be established from time to time upon adoption of a resolution by the Board of Directors; and

WHEREAS, the Board of Directors of the District adopted an organizational chart and salary schedule effective January 1, 2025; and

WHEREAS, the District seeks to incorporate additional recommendations made by management; and

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Beaumont-Cherry Valley Water District that:

1. The Organization Chart referenced as Exhibit A is hereby adopted effective July 1, 2025.
2. The Organization Chart referenced as Exhibit A hereby supersedes that adopted by the Board with Resolution 2024-22.
3. The Salary Schedule referenced as Exhibit B is hereby adopted effective July 1, 2025.
4. The Salary Schedule referenced as Exhibit B hereby supersedes that adopted by the Board with Resolution 2024-22.

ADOPTED this 26th day of JUNE, 2025 by the following vote:

AYES: COVINGTON, HOFFMAN, SLAWSON, WILLIAMS

NOES:

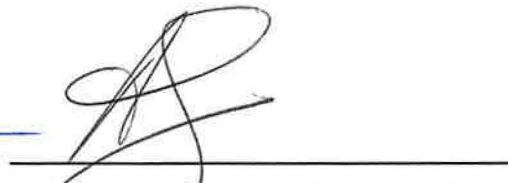
ABSTAIN:

ABSENT: RAMIREZ

ATTEST:



Director Daniel Slawson, President of the
Board of Directors of the
Beaumont-Cherry Valley Water District



Director Andy Ramirez, Secretary of the
Board of Directors of the
Beaumont-Cherry Valley Water District

Attachments:

Exhibit A – Organization Chart

Exhibit B – Salary Schedule

Beaumont-Cherry Valley Water District
2025 Organizational Chart

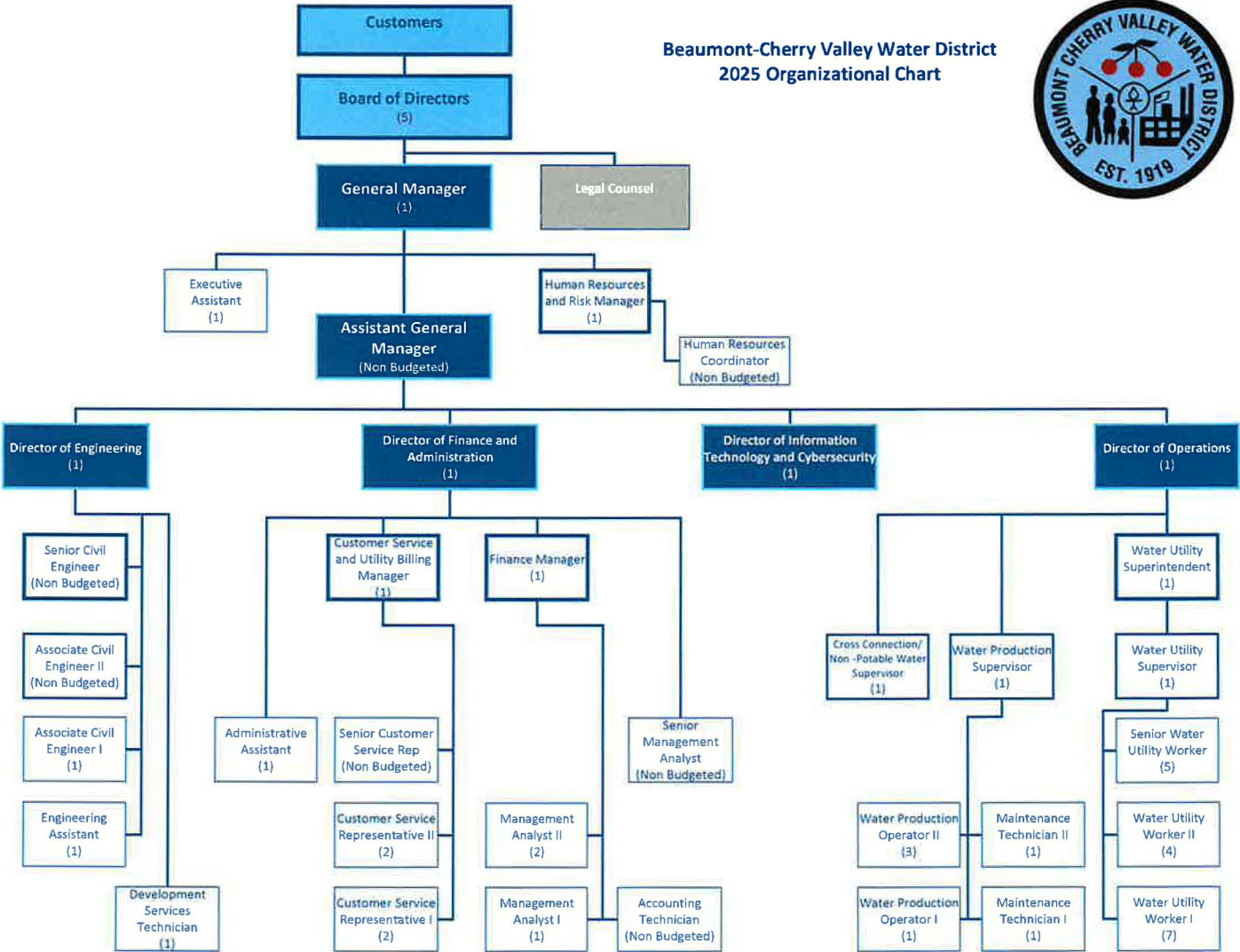


Exhibit B

Beaumont-Cherry Valley Water District Salary Schedule by Classification

Effective: July 1, 2025		Hourly rates (per step)					Annual Range	
Classification	Salary Range*	Step 1	Step 2	Step 3	Step 4	Step 5	(based on 2080 hrs.; rounded to nearest dollar)	
Accounting Technician	26	32.29	33.90	35.59	37.37	39.24	67,163	81,619
Administrative Assistant	25	31.50	33.08	34.73	36.47	38.29	65,520	79,643
Assistant General Manager	73	103.01	108.16	113.57	119.25	125.21	214,261	260,437
Associate Civil Engineer I	42	47.92	50.32	52.84	55.48	58.25	99,674	121,160
Associate Civil Engineer II	47	54.21	56.92	59.77	62.76	65.90	112,757	137,072
Cross Connection/Non-Potable Water Supervisor	42	47.92	50.32	52.84	55.48	58.25	99,674	121,160
Customer Service Representative I	20	27.85	29.24	30.70	32.23	33.84	57,928	70,387
Customer Service Representative II	25	31.50	33.08	34.73	36.47	38.29	65,520	79,643
Customer Service & Utility Billing Manager	46	52.88	55.52	58.30	61.22	64.28	109,990	133,702
Development Services Technician	22	29.25	30.71	32.25	33.86	35.55	60,840	73,944
Director of Engineering	62	78.52	82.45	86.57	90.90	95.44	163,322	198,515
Director of Finance and Administration	67	88.83	93.27	97.93	102.83	107.97	184,766	224,578
Director of Information Technology and Cybersecurity	61	76.62	80.45	84.47	88.69	93.12	159,370	193,690
Director of Operations	61	76.62	80.45	84.47	88.69	93.12	159,370	193,690
Engineering Assistant	37	42.36	44.48	46.70	49.04	51.49	88,109	107,099
Engineering Intern	4	18.76	19.70	20.69	21.72	22.81	39,021	47,445
Executive Assistant	43	49.11	51.57	54.15	56.86	59.70	102,149	124,176
Finance Manager	50	58.38	61.30	64.36	67.58	70.96	121,430	147,597
General Manager	Contract					132.53	-	275,662
Human Resources Coordinator	33	38.37	40.29	42.30	44.42	46.64	79,810	97,011
Human Resources & Risk Manager	50	58.38	61.30	64.36	67.58	70.96	121,430	147,597
Maintenance Technician I	24	30.73	32.27	33.88	35.57	37.35	63,918	77,688
Maintenance Technician II	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758
Management Analyst I	31	36.53	38.36	40.28	42.29	44.40	75,982	92,352
Management Analyst II	38	43.42	45.59	47.87	50.26	52.77	90,314	109,762
Senior Civil Engineer	53	62.87	66.01	69.31	72.78	76.42	130,770	158,954
Senior Customer Service Rep	30	35.64	37.42	39.29	41.25	43.31	74,131	90,085
Senior Management Analyst	45	51.60	54.18	56.89	59.73	62.72	107,328	130,458
Senior Water Utility Worker	32	37.43	39.30	41.27	43.33	45.50	77,854	94,640
Water Production Operator I	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758
Water Production Operator II	33	38.37	40.29	42.30	44.42	46.64	79,810	97,011
Water Production Supervisor	47	54.21	56.92	59.77	62.76	65.90	112,757	137,072
Water Utility Superintendent	51	59.85	62.84	65.98	69.28	72.74	124,488	151,299
Water Utility Supervisor	44	50.36	52.88	55.52	58.30	61.21	104,749	127,317
Water Utility Worker I	24	30.73	32.27	33.88	35.57	37.35	63,918	77,688
Water Utility Worker II	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758

Board of Directors

\$296.40 per day for meeting attendance in accordance with District rules and regulations

***Positions highlighted in grey are non-budget positions not intended to be filled in 2025*

**Beaumont-Cherry Valley Water District
2025 Full Salary Range Schedule**

Salary Range	Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5
1	17.42	18.29	19.20	20.16	21.17
2	17.86	18.75	19.69	20.67	21.70
3	18.30	19.22	20.18	21.19	22.25
4	18.76	19.70	20.69	21.72	22.81
5	19.23	20.19	21.20	22.26	23.37
6	19.71	20.70	21.73	22.82	23.96
7	20.20	21.21	22.27	23.38	24.55
8	20.70	21.74	22.83	23.97	25.17
9	21.22	22.28	23.39	24.56	25.79
10	21.76	22.85	23.99	25.19	26.45
11	22.30	23.42	24.59	25.82	27.11
12	22.86	24.00	25.20	26.46	27.78
13	23.43	24.60	25.83	27.12	28.48
14	24.01	25.21	26.47	27.79	29.18
15	24.61	25.84	27.13	28.49	29.91
16	25.23	26.49	27.81	29.20	30.66
17	25.98	27.28	28.64	30.07	31.57
18	26.51	27.84	29.23	30.69	32.22
19	27.15	28.51	29.94	31.44	33.01
20	27.85	29.24	30.70	32.23	33.84
21	28.54	29.97	31.47	33.04	34.69
22	29.25	30.71	32.25	33.86	35.55
23	29.98	31.48	33.05	34.70	36.44
24	30.73	32.27	33.88	35.57	37.35
25	31.50	33.08	34.73	36.47	38.29
26	32.29	33.90	35.59	37.37	39.24
27	33.10	34.76	36.50	38.32	40.24
28	33.92	35.62	37.40	39.27	41.23
29	34.77	36.51	38.34	40.26	42.27
30	35.64	37.42	39.29	41.25	43.31
31	36.53	38.36	40.28	42.29	44.40
32	37.43	39.30	41.27	43.33	45.50
33	38.37	40.29	42.30	44.42	46.64
34	39.33	41.30	43.36	45.53	47.81
35	40.32	42.34	44.46	46.68	49.01
36	41.31	43.38	45.55	47.83	50.22
37	42.36	44.48	46.70	49.04	51.49
38	43.42	45.59	47.87	50.26	52.77
39	44.50	46.72	49.06	51.51	54.09
40	45.62	47.90	50.29	52.80	55.44
41	46.75	49.09	51.54	54.12	56.83
42	47.92	50.32	52.84	55.48	58.25
43	49.11	51.57	54.15	56.86	59.70
44	50.36	52.88	55.52	58.30	61.21
45	51.60	54.18	56.89	59.73	62.72
46	52.88	55.52	58.30	61.22	64.28
47	54.21	56.92	59.77	62.76	65.90
48	55.57	58.35	61.27	64.33	67.55
49	56.95	59.80	62.79	65.93	69.23
50	58.38	61.30	64.36	67.58	70.96

Salary Range	Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5
51	59.85	62.84	65.98	69.28	72.74
52	61.33	64.40	67.62	71.00	74.55
53	62.87	66.01	69.31	72.78	76.42
54	64.45	67.67	71.05	74.60	78.33
55	66.06	69.36	72.83	76.47	80.29
56	67.71	71.10	74.65	78.38	82.30
57	69.39	72.86	76.50	80.33	84.35
58	71.13	74.69	78.42	82.34	86.46
59	72.90	76.55	80.38	84.40	88.62
60	74.73	78.47	82.39	86.51	90.84
61	76.62	80.45	84.47	88.69	93.12
62	78.52	82.45	86.57	90.90	95.44
63	80.48	84.50	88.73	93.17	97.83
64	82.50	86.62	90.95	95.50	100.28
65	84.55	88.78	93.22	97.88	102.77
66	86.66	90.99	95.54	100.32	105.34
67	88.83	93.27	97.93	102.83	107.97
68	91.05	95.60	100.38	105.40	110.67
69	93.33	98.00	102.90	108.04	113.44
70	95.66	100.44	105.46	110.73	116.27
71	98.05	102.95	108.10	113.50	119.18
72	100.50	105.53	110.81	116.35	122.17
73	103.01	108.16	113.57	119.25	125.21
74	105.60	110.88	116.42	122.24	128.35
75	108.23	113.64	119.32	125.29	131.55
76	110.94	116.49	122.31	128.43	134.85
77	113.72	119.41	125.38	131.65	138.23
78	116.55	122.38	128.50	134.92	141.67
79	119.47	125.44	131.71	138.30	145.22
80	122.46	128.58	135.01	141.76	148.85
81	125.51	131.79	138.38	145.30	152.57
82	128.66	135.09	141.84	148.93	156.38
83	131.86	138.45	145.37	152.64	160.27
84	135.15	141.91	149.01	156.46	164.28
85	138.54	145.47	152.74	160.38	168.40
86	142.00	149.10	156.56	164.39	172.61
87	145.56	152.84	160.48	168.50	176.92
88	149.20	156.66	164.49	172.71	181.35
89	152.93	160.58	168.61	177.04	185.89
90	156.75	164.59	172.82	181.46	190.53
91	160.67	168.70	177.13	185.99	195.29
92	164.68	172.91	181.56	190.64	200.17
93	168.80	177.24	186.10	195.41	205.18
94	173.03	181.68	190.76	200.30	210.31
95	177.34	186.21	195.52	205.30	215.56
96	181.78	190.87	200.41	210.43	220.95
97	186.33	195.65	205.43	215.70	226.48
98	190.98	200.53	210.56	221.09	232.14
99	195.75	205.54	215.82	226.61	237.94
100	200.65	210.68	221.21	232.27	243.88

COLA of 2.5% applied to all salary ranges