



CITY OF BIG BEAR LAKE *California*

FY 2021-22 SALARY RANGES

Effective July 1, 2021		STEPS				
Job Title		1	2	3	4	5
Accountant	Hourly	\$32.84	\$34.48	\$36.20	\$38.01	\$39.91
	Monthly	\$5,692.27	\$5,976.53	\$6,274.67	\$6,588.40	\$6,917.73
	Annually	\$68,307.20	\$71,718.40	\$75,296.00	\$79,060.80	\$83,012.80
Accounting Technician	Hourly	\$29.63	\$31.11	\$32.67	\$34.30	\$36.02
	Monthly	\$5,135.87	\$5,392.40	\$5,662.80	\$5,945.33	\$6,243.47
	Annually	\$61,630.40	\$64,708.80	\$67,953.60	\$71,344.00	\$74,921.60
Administrative Analyst	Hourly	\$35.07	\$36.82	\$38.66	\$40.59	\$42.62
	Monthly	\$6,078.80	\$6,382.13	\$6,701.07	\$7,035.60	\$7,387.47
	Annually	\$72,945.60	\$76,585.60	\$80,412.80	\$84,427.20	\$88,649.60
Administrative Assistant	Hourly	\$25.73	\$27.02	\$28.37	\$29.79	\$31.28
	Monthly	\$4,459.87	\$4,683.47	\$4,917.47	\$5,163.60	\$5,421.87
	Annually	\$53,518.40	\$56,201.60	\$59,009.60	\$61,963.20	\$65,062.40
Administrative Assistant-City Clerk	Hourly	\$28.28	\$29.69	\$31.17	\$32.73	\$34.37
	Monthly	\$4,901.87	\$5,146.27	\$5,402.80	\$5,673.20	\$5,957.47
	Annually	\$58,822.40	\$61,755.20	\$64,833.60	\$68,078.40	\$71,489.60
Administrative Clerk	Hourly	\$20.64	\$21.67	\$22.75	\$23.89	\$25.08
	Monthly	\$3,577.60	\$3,756.13	\$3,943.33	\$4,140.93	\$4,347.20
	Annually	\$42,931.20	\$45,073.60	\$47,320.00	\$49,691.20	\$52,166.40
Assistant Engineer	Hourly	\$39.31	\$41.28	\$43.34	\$45.51	\$47.79
	Monthly	\$6,813.73	\$7,155.20	\$7,512.27	\$7,888.40	\$8,283.60
	Annually	\$81,764.80	\$85,862.40	\$90,147.20	\$94,660.80	\$99,403.20
Assistant Planner	Hourly	\$35.72	\$37.51	\$39.39	\$41.36	\$43.43
	Monthly	\$6,191.47	\$6,501.73	\$6,827.60	\$7,169.07	\$7,527.87
	Annually	\$74,297.60	\$78,020.80	\$81,931.20	\$86,028.80	\$90,334.40
Associate Engineer	Hourly	\$47.13	\$49.49	\$51.96	\$54.56	\$57.29
	Monthly	\$8,169.20	\$8,578.27	\$9,006.40	\$9,457.07	\$9,930.27
	Annually	\$98,030.40	\$102,939.20	\$108,076.80	\$113,484.80	\$119,163.20
Associate Planner	Hourly	\$41.10	\$43.16	\$45.32	\$47.59	\$49.97
	Monthly	\$7,124.00	\$7,481.07	\$7,855.47	\$8,248.93	\$8,661.47
	Annually	\$85,488.00	\$89,772.80	\$94,265.60	\$98,987.20	\$103,937.60

Effective July 1, 2021		STEPS				
Job Title		1	2	3	4	5
Building Inspector I	Hourly	\$29.73	\$31.22	\$32.78	\$34.42	\$36.14
	Monthly	\$5,153.20	\$5,411.47	\$5,681.87	\$5,966.13	\$6,264.27
	Annually	\$61,838.40	\$64,937.60	\$68,182.40	\$71,593.60	\$75,171.20
Building Inspector II	Hourly	\$35.04	\$36.79	\$38.63	\$40.56	\$42.59
	Monthly	\$6,073.60	\$6,376.93	\$6,695.87	\$7,030.40	\$7,382.27
	Annually	\$72,883.20	\$76,523.20	\$80,350.40	\$84,364.80	\$88,587.20
Chief Building Official	Hourly	\$43.95	\$46.15	\$48.46	\$50.88	\$53.42
	Monthly	\$7,618.00	\$7,999.33	\$8,399.73	\$8,819.20	\$9,259.47
	Annually	\$91,416.00	\$95,992.00	\$100,796.80	\$105,830.40	\$111,113.60
City Manager	Hourly					\$120.19
	Contract Employee Monthly					\$20,832.93
	Annually					\$249,995.20
City Planner	Hourly	\$49.94	\$52.44	\$55.06	\$57.81	\$60.70
	Monthly	\$8,656.27	\$9,089.60	\$9,543.73	\$10,020.40	\$10,521.33
	Annually	\$103,875.20	\$109,075.20	\$114,524.80	\$120,244.80	\$126,256.00
Code Compliance Officer I	Hourly	\$28.47	\$29.89	\$31.38	\$32.95	\$34.60
	Monthly	\$4,934.80	\$5,180.93	\$5,439.20	\$5,711.33	\$5,997.33
	Annually	\$59,217.60	\$62,171.20	\$65,270.40	\$68,536.00	\$71,968.00
Code Compliance Officer II	Hourly	\$31.34	\$32.91	\$34.56	\$36.29	\$38.10
	Monthly	\$5,432.27	\$5,704.40	\$5,990.40	\$6,290.27	\$6,604.00
	Annually	\$65,187.20	\$68,452.80	\$71,884.80	\$75,483.20	\$79,248.00
Counter Technician	Hourly	\$27.02	\$28.37	\$29.79	\$31.28	\$32.84
	Monthly	\$4,683.47	\$4,917.47	\$5,163.60	\$5,421.87	\$5,692.27
	Annually	\$56,201.60	\$59,009.60	\$61,963.20	\$65,062.40	\$68,307.20
Deputy City Clerk	Hourly	\$41.10	\$43.16	\$45.32	\$47.59	\$49.97
	Monthly	\$7,124.00	\$7,481.07	\$7,855.47	\$8,248.93	\$8,661.47
	Annually	\$85,488.00	\$89,772.80	\$94,265.60	\$98,987.20	\$103,937.60
Director of Administrative Services	Hourly					\$89.42
	Contract Employee Monthly					\$15,499.47
	Annually					\$185,993.60
Director of Community Development	Hourly					\$82.81
	Contract Employee Monthly					\$14,353.73
	Annually					\$172,244.80
Director of Human Resources/City Clerk	Hourly					\$78.86
	Contract Employee Monthly					\$13,669.07
	Annually					\$164,028.80
Director of Public Services	Hourly					\$82.81
	Contract Employee Monthly					\$14,353.73
	Annually					\$172,244.80

Effective July 1, 2021		STEPS				
Job Title		1	2	3	4	5
Director of Tourism Management	Hourly					\$82.81
Contract Employee	Monthly					\$14,353.73
	Annually					\$172,244.80
Facilities/Parks Maintenance Crew Leader	Hourly	\$27.77	\$29.16	\$30.62	\$32.15	\$33.76
	Monthly	\$4,813.47	\$5,054.40	\$5,307.47	\$5,572.67	\$5,851.73
	Annually	\$57,761.60	\$60,652.80	\$63,689.60	\$66,872.00	\$70,220.80
Facilities/Parks Maintenance Worker	Hourly	\$20.50	\$21.53	\$22.61	\$23.74	\$24.93
	Monthly	\$3,553.33	\$3,731.87	\$3,919.07	\$4,114.93	\$4,321.20
	Annually	\$42,640.00	\$44,782.40	\$47,028.80	\$49,379.20	\$51,854.40
Finance Manager	Hourly	\$43.95	\$46.15	\$48.46	\$50.88	\$53.42
	Monthly	\$7,618.00	\$7,999.33	\$8,399.73	\$8,819.20	\$9,259.47
	Annually	\$91,416.00	\$95,992.00	\$100,796.80	\$105,830.40	\$111,113.60
Financial Analyst	Hourly	\$35.07	\$36.82	\$38.66	\$40.59	\$42.62
	Monthly	\$6,078.80	\$6,382.13	\$6,701.07	\$7,035.60	\$7,387.47
	Annually	\$72,945.60	\$76,585.60	\$80,412.80	\$84,427.20	\$88,649.60
Human Resources Technician	Hourly	\$29.63	\$31.11	\$32.67	\$34.30	\$36.02
	Monthly	\$5,135.87	\$5,392.40	\$5,662.80	\$5,945.33	\$6,243.47
	Annually	\$61,630.40	\$64,708.80	\$67,953.60	\$71,344.00	\$74,921.60
Mechanic I	Hourly	\$25.93	\$27.23	\$28.59	\$30.02	\$31.52
	Monthly	\$4,494.53	\$4,719.87	\$4,955.60	\$5,203.47	\$5,463.47
	Annually	\$53,934.40	\$56,638.40	\$59,467.20	\$62,441.60	\$65,561.60
Mechanic II	Hourly	\$35.04	\$36.79	\$38.63	\$40.56	\$42.59
	Monthly	\$6,073.60	\$6,376.93	\$6,695.87	\$7,030.40	\$7,382.27
	Annually	\$72,883.20	\$76,523.20	\$80,350.40	\$84,364.80	\$88,587.20
Part Time Clerical Assistant	Hourly	\$15.89	\$16.68	\$17.51	\$18.39	\$19.31
	Monthly	\$2,754.27	\$2,891.20	\$3,035.07	\$3,187.60	\$3,347.07
	Annually	\$33,051.20	\$34,694.40	\$36,420.80	\$38,251.20	\$40,164.80
Principal Planner	Hourly	\$45.07	\$47.32	\$49.69	\$52.17	\$54.78
	Monthly	\$7,812.13	\$8,202.13	\$8,612.93	\$9,042.80	\$9,495.20
	Annually	\$93,745.60	\$98,425.60	\$103,355.20	\$108,513.60	\$113,942.40
Project Manager	Hourly	\$38.59	\$40.52	\$42.55	\$44.68	\$46.91
	Monthly	\$6,688.93	\$7,023.47	\$7,375.33	\$7,744.53	\$8,131.07
	Annually	\$80,267.20	\$84,281.60	\$88,504.00	\$92,934.40	\$97,572.80
Public Works Operations Manager	Hourly	\$48.75	\$51.19	\$53.75	\$56.44	\$59.26
	Monthly	\$8,450.00	\$8,872.93	\$9,316.67	\$9,782.93	\$10,271.73
	Annually	\$101,400.00	\$106,475.20	\$111,800.00	\$117,395.20	\$123,260.80
Public Works Superintendent	Hourly	\$53.19	\$55.85	\$58.64	\$61.57	\$64.65
	Monthly	\$9,219.60	\$9,680.67	\$10,164.27	\$10,672.13	\$11,206.00
	Annually	\$110,635.20	\$116,168.00	\$121,971.20	\$128,065.60	\$134,472.00

Effective July 1, 2021		STEPS				
Job Title		1	2	3	4	5
Public Works Supervisor	Hourly	\$42.90	\$45.05	\$47.30	\$49.67	\$52.15
	Monthly	\$7,436.00	\$7,808.67	\$8,198.67	\$8,609.47	\$9,039.33
	Annually	\$89,232.00	\$93,704.00	\$98,384.00	\$103,313.60	\$108,472.00
Seasonal Laborer	Hourly	\$15.89	\$16.68	\$17.51	\$18.39	\$19.31
	Monthly	\$2,754.27	\$2,891.20	\$3,035.07	\$3,187.60	\$3,347.07
	Annually	\$33,051.20	\$34,694.40	\$36,420.80	\$38,251.20	\$40,164.80
Senior Accountant	Hourly	\$41.10	\$43.16	\$45.32	\$47.59	\$49.97
	Monthly	\$7,124.00	\$7,481.07	\$7,855.47	\$8,248.93	\$8,661.47
	Annually	\$85,488.00	\$89,772.80	\$94,265.60	\$98,987.20	\$103,937.60
Senior Administrative Analyst	Hourly	\$41.10	\$43.16	\$45.32	\$47.59	\$49.97
	Monthly	\$7,124.00	\$7,481.07	\$7,855.47	\$8,248.93	\$8,661.47
	Annually	\$85,488.00	\$89,772.80	\$94,265.60	\$98,987.20	\$103,937.60
Senior Code Compliance Officer	Hourly	\$35.70	\$37.49	\$39.36	\$41.33	\$43.40
	Monthly	\$6,188.00	\$6,498.27	\$6,822.40	\$7,163.87	\$7,522.67
	Annually	\$74,256.00	\$77,979.20	\$81,868.80	\$85,966.40	\$90,272.00
Senior Crew Leader	Hourly	\$31.34	\$32.91	\$34.56	\$36.29	\$38.10
	Monthly	\$5,432.27	\$5,704.40	\$5,990.40	\$6,290.27	\$6,604.00
	Annually	\$65,187.20	\$68,452.80	\$71,884.80	\$75,483.20	\$79,248.00
Senior Plans Examiner	Hourly	\$41.75	\$43.84	\$46.03	\$48.33	\$50.75
	Monthly	\$7,236.67	\$7,598.93	\$7,978.53	\$8,377.20	\$8,796.67
	Annually	\$86,840.00	\$91,187.20	\$95,742.40	\$100,526.40	\$105,560.00
Senior Principal Planner	Hourly	\$48.46	\$50.88	\$53.42	\$56.09	\$58.89
	Monthly	\$8,399.73	\$8,819.20	\$9,259.47	\$9,722.27	\$10,207.60
	Annually	\$100,796.80	\$105,830.40	\$111,113.60	\$116,667.20	\$122,491.20
Street Maintenance Crew Leader	Hourly	\$27.77	\$29.16	\$30.62	\$32.15	\$33.76
	Monthly	\$4,813.47	\$5,054.40	\$5,307.47	\$5,572.67	\$5,851.73
	Annually	\$57,761.60	\$60,652.80	\$63,689.60	\$66,872.00	\$70,220.80
Street Maintenance Worker I	Hourly	\$22.73	\$23.87	\$25.06	\$26.31	\$27.63
	Monthly	\$3,939.87	\$4,137.47	\$4,343.73	\$4,560.40	\$4,789.20
	Annually	\$47,278.40	\$49,649.60	\$52,124.80	\$54,724.80	\$57,470.40
Street Maintenance Worker II	Hourly	\$24.99	\$26.24	\$27.55	\$28.93	\$30.38
	Monthly	\$4,331.60	\$4,548.27	\$4,775.33	\$5,014.53	\$5,265.87
	Annually	\$51,979.20	\$54,579.20	\$57,304.00	\$60,174.40	\$63,190.40
Theater Technician I	Hourly	\$26.24	\$27.55	\$28.93	\$30.38	\$31.90
	Monthly	\$4,548.27	\$4,775.33	\$5,014.53	\$5,265.87	\$5,529.33
	Annually	\$54,579.20	\$57,304.00	\$60,174.40	\$63,190.40	\$66,352.00
Theater Technician II	Hourly	\$28.86	\$30.30	\$31.82	\$33.41	\$35.08
	Monthly	\$5,002.40	\$5,252.00	\$5,515.47	\$5,791.07	\$6,080.53
	Annually	\$60,028.80	\$63,024.00	\$66,185.60	\$69,492.80	\$72,966.40

Effective July 1, 2021		STEPS				
Job Title		1	2	3	4	5
Wastewater Collection Systems Operator I	Hourly	\$22.73	\$23.87	\$25.06	\$26.31	\$27.63
	Monthly	\$3,939.87	\$4,137.47	\$4,343.73	\$4,560.40	\$4,789.20
	Annually	\$47,278.40	\$49,649.60	\$52,124.80	\$54,724.80	\$57,470.40
Wastewater Collection Systems Operator II	Hourly	\$24.99	\$26.24	\$27.55	\$28.93	\$30.38
	Monthly	\$4,331.60	\$4,548.27	\$4,775.33	\$5,014.53	\$5,265.87
	Annually	\$51,979.20	\$54,579.20	\$57,304.00	\$60,174.40	\$63,190.40
Wastewater Systems Crew Leader	Hourly	\$27.77	\$29.16	\$30.62	\$32.15	\$33.76
	Monthly	\$4,813.47	\$5,054.40	\$5,307.47	\$5,572.67	\$5,851.73
	Annually	\$57,761.60	\$60,652.80	\$63,689.60	\$66,872.00	\$70,220.80