

## SBVWCD District Salary Range

JOB TITLE	Range	2015-16 Rates		5% Steps Based on Merit Increases Earned			
<b>Non-Exempt INTERN</b>		<i>1.3% COLA</i>					
	Range 1	\$ 11,520.00	\$ 12,096.00	\$ 12,700.80	\$ 13,335.84	\$ 14,002.63	<b>Yearly Monthly Bi-Weekly Hourly</b>
	960 HRS/YR	\$ 1,000.00	\$ 1,008.00	\$ 1,058.40	\$ 1,111.32	\$ 1,166.89	
		\$ 461.54	\$ 465.23	\$ 488.49	\$ 512.92	\$ 538.56	
	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59		
	Range 2	\$ 30,855.74	\$ 32,398.53	\$ 34,018.45	\$ 35,719.37	\$ 37,505.34	
		\$ 2,571.31	\$ 2,699.88	\$ 2,834.87	\$ 2,976.61	\$ 3,125.45	
		\$ 1,186.76	\$ 1,246.10	\$ 1,308.40	\$ 1,373.82	\$ 1,442.51	
		\$ 14.83	\$ 15.58	\$ 16.36	\$ 17.17	\$ 18.03	
<b>FIELD TECH I</b>	Range 3	\$ 32,433.98	\$ 34,055.68	\$ 35,758.46	\$ 37,546.38	\$ 39,423.70	
		\$ 2,702.83	\$ 2,837.97	\$ 2,979.87	\$ 3,128.87	\$ 3,285.31	
		\$ 1,247.46	\$ 1,309.83	\$ 1,375.33	\$ 1,444.09	\$ 1,516.30	
		\$ 15.59	\$ 16.37	\$ 17.19	\$ 18.05	\$ 18.95	
<b>ADMIN ASST I</b>	Range 4	\$ 34,057.96	\$ 35,760.86	\$ 37,548.91	\$ 39,426.35	\$ 41,397.67	
		\$ 2,838.16	\$ 2,980.07	\$ 3,129.08	\$ 3,285.53	\$ 3,449.81	
		\$ 1,309.92	\$ 1,375.42	\$ 1,444.19	\$ 1,516.40	\$ 1,592.22	
		\$ 16.37	\$ 17.19	\$ 18.05	\$ 18.95	\$ 19.90	
<i>Classified Hourly Salaries are determined by Job Descriptions. Upon a Job Performance Evaluation, employee can be increased in salary.</i>	Range 5	\$ 35,819.19	\$ 37,610.15	\$ 39,490.66	\$ 41,465.19	\$ 43,538.45	
		\$ 2,984.93	\$ 3,134.18	\$ 3,290.89	\$ 3,455.43	\$ 3,628.20	
		\$ 1,377.66	\$ 1,446.54	\$ 1,518.87	\$ 1,594.81	\$ 1,674.56	
		\$ 17.22	\$ 18.08	\$ 18.99	\$ 19.94	\$ 20.93	
<i>Salary Surveys are to be conducted and adjustments to salary schedules made when approved by the Board</i>	Range 6	\$ 37,580.41	\$ 39,459.43	\$ 41,432.41	\$ 43,504.03	\$ 45,679.23	
		\$ 3,131.70	\$ 3,288.29	\$ 3,452.70	\$ 3,625.34	\$ 3,806.60	
		\$ 1,445.40	\$ 1,517.67	\$ 1,593.55	\$ 1,673.23	\$ 1,756.89	
		\$ 18.07	\$ 18.97	\$ 19.92	\$ 20.92	\$ 21.96	
<i>COLA adjustments are made when approved by the Board</i>	Range 7	\$ 39,478.88	\$ 41,452.82	\$ 43,525.46	\$ 45,701.73	\$ 47,986.82	
		\$ 3,289.91	\$ 3,454.40	\$ 3,627.12	\$ 3,808.48	\$ 3,998.90	
		\$ 1,518.42	\$ 1,594.34	\$ 1,674.06	\$ 1,757.76	\$ 1,845.65	
		\$ 18.98	\$ 19.93	\$ 20.93	\$ 21.97	\$ 23.07	

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	Range 8	\$ 41,491.70	\$ 43,566.29	\$ 45,744.60	\$ 48,031.83	\$ 50,433.43	<b>Yearly</b> <b>Monthly</b> <b>Bi-Weekly</b> <b>Hourly</b>
		\$ 3,457.64	\$ 3,630.52	\$ 3,812.05	\$ 4,002.65	\$ 4,202.79	
		\$ 1,595.83	\$ 1,675.63	\$ 1,759.41	\$ 1,847.38	\$ 1,939.75	
		\$ 19.95	\$ 20.95	\$ 21.99	\$ 23.09	\$ 24.25	
	Range 9	\$ 43,047.07	\$ 45,199.43	\$ 47,459.40	\$ 49,832.37	\$ 52,323.98	
		\$ 3,587.26	\$ 3,766.62	\$ 3,954.95	\$ 4,152.70	\$ 4,360.33	
		\$ 1,655.66	\$ 1,738.44	\$ 1,825.36	\$ 1,916.63	\$ 2,012.46	
		\$ 20.70	\$ 21.73	\$ 22.82	\$ 23.96	\$ 25.16	
<b>ADMIN ASST II</b>	Range 10	\$ 45,768.96	\$ 48,057.41	\$ 50,460.28	\$ 52,983.30	\$ 55,632.46	
		\$ 3,814.08	\$ 4,004.78	\$ 4,205.02	\$ 4,415.27	\$ 4,636.04	
		\$ 1,760.34	\$ 1,848.36	\$ 1,940.78	\$ 2,037.82	\$ 2,139.71	
		\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.75	
	Range 11	\$ 48,079.14	\$ 50,483.10	\$ 53,007.25	\$ 55,657.62	\$ 58,440.50	
		\$ 4,006.60	\$ 4,206.92	\$ 4,417.27	\$ 4,638.13	\$ 4,870.04	
		\$ 1,849.20	\$ 1,941.66	\$ 2,038.74	\$ 2,140.68	\$ 2,247.71	
		\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.76	\$ 28.10	
<b>Administrative Service Specialist I</b>	Range 12	\$ 50,526.56	\$ 53,052.89	\$ 55,705.53	\$ 58,490.81	\$ 61,415.35	
		\$ 4,210.55	\$ 4,421.07	\$ 4,642.13	\$ 4,874.23	\$ 5,117.95	
		\$ 1,943.33	\$ 2,040.50	\$ 2,142.52	\$ 2,249.65	\$ 2,362.13	
		\$ 24.29	\$ 25.51	\$ 26.78	\$ 28.12	\$ 29.53	
	Range 13	\$ 53,431.43	\$ 56,103.01	\$ 58,908.16	\$ 61,853.56	\$ 64,946.24	
		\$ 4,452.62	\$ 4,675.25	\$ 4,909.01	\$ 5,154.46	\$ 5,412.19	
		\$ 2,055.06	\$ 2,157.81	\$ 2,265.70	\$ 2,378.98	\$ 2,497.93	
		\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22	
<b>FIELD OPERATIONS TECH II</b> <b>FIELD OPERATIONS SPECIALIST</b>	Range 14	\$ 55,764.49	\$ 58,552.71	\$ 61,480.35	\$ 64,554.36	\$ 67,782.08	
		\$ 4,647.04	\$ 4,879.39	\$ 5,123.36	\$ 5,379.53	\$ 5,648.51	
		\$ 2,144.79	\$ 2,252.03	\$ 2,364.63	\$ 2,482.86	\$ 2,607.00	
		\$ 26.81	\$ 28.15	\$ 29.56	\$ 31.04	\$ 32.59	

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JOB TITLE	Range	2015-16 Rates		5% Steps Based on Merit Increases Earned			
	Range 15	\$ 58,577.87	\$ 61,506.76	\$ 64,582.10	\$ 67,811.21	\$ 71,201.77	<b>Yearly</b> <b>Monthly</b> <b>Bi-Weekly</b> <b>Hourly</b>
		\$ 4,881.49	\$ 5,125.56	\$ 5,381.84	\$ 5,650.93	\$ 5,933.48	
		\$ 2,252.99	\$ 2,365.64	\$ 2,483.93	\$ 2,608.12	\$ 2,738.53	
		\$ 28.16	\$ 29.57	\$ 31.05	\$ 32.60	\$ 34.23	
<b>FIELD OPERATIONS SUPERVISOR</b> <b>Administrative Service Specialist II</b>	Range 16	\$ 61,528.49	\$ 64,604.92	\$ 67,835.16	\$ 71,226.92	\$ 74,788.27	
		\$ 5,127.37	\$ 5,383.74	\$ 5,652.93	\$ 5,935.58	\$ 6,232.36	
		\$ 2,366.48	\$ 2,484.80	\$ 2,609.04	\$ 2,739.50	\$ 2,876.47	
		\$ 29.58	\$ 31.06	\$ 32.61	\$ 34.24	\$ 35.96	
	Range 17	\$ 64,662.10	\$ 67,895.21	\$ 71,289.97	\$ 74,854.46	\$ 78,597.19	
		\$ 5,388.51	\$ 5,657.93	\$ 5,940.83	\$ 6,237.87	\$ 6,549.77	
		\$ 2,487.00	\$ 2,611.35	\$ 2,741.92	\$ 2,879.02	\$ 3,022.97	
		\$ 31.09	\$ 32.64	\$ 34.27	\$ 35.99	\$ 37.79	
	Range 18	\$ 67,910.07	\$ 71,305.58	\$ 74,870.86	\$ 78,614.40	\$ 82,545.12	
		\$ 5,659.17	\$ 5,942.13	\$ 6,239.24	\$ 6,551.20	\$ 6,878.76	
		\$ 2,611.93	\$ 2,742.52	\$ 2,879.65	\$ 3,023.63	\$ 3,174.81	
		\$ 32.65	\$ 34.28	\$ 36.00	\$ 37.80	\$ 39.69	
	Range 19	\$ 73,834.19	\$ 77,525.90	\$ 81,402.20	\$ 85,472.31	\$ 89,745.92	
		\$ 6,152.85	\$ 6,460.49	\$ 6,783.52	\$ 7,122.69	\$ 7,478.83	
		\$ 2,839.78	\$ 2,981.77	\$ 3,130.85	\$ 3,287.40	\$ 3,451.77	
		\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	
	Range 20	\$ 72,461.81	\$ 76,084.90	\$ 79,889.14	\$ 83,883.60	\$ 88,077.78	
		\$ 6,038.48	\$ 6,340.41	\$ 6,657.43	\$ 6,990.30	\$ 7,339.82	
		\$ 2,786.99	\$ 2,926.34	\$ 3,072.66	\$ 3,226.29	\$ 3,387.61	
		\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.35	

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JOB TITLE	Range	2015-16 Rates		5% Steps Based on Merit Increases Earned			
<b>Executive Management Exempt</b>	Range M1	\$ 70,060.14	\$ 73,563.15	\$ 77,241.30	\$ 81,103.37	\$ 85,158.54	<b>Yearly Monthly Bi-Weekly Hourly</b>
		\$ 5,838.34	\$ 6,130.26	\$ 6,436.78	\$ 6,758.61	\$ 7,096.54	
		\$ 2,694.62	\$ 2,829.35	\$ 2,970.82	\$ 3,119.36	\$ 3,275.33	
		\$ 33.68	\$ 35.37	\$ 37.14	\$ 38.99	\$ 40.94	
<i>Management Salaries are set within a Salary Range ranging from Low to High</i>	Range M2	\$ 75,320.94	\$ 79,086.99	\$ 83,041.34	\$ 87,193.40	\$ 91,553.07	
		\$ 6,276.74	\$ 6,590.58	\$ 6,920.11	\$ 7,266.12	\$ 7,629.42	
		\$ 2,896.96	\$ 3,041.81	\$ 3,193.90	\$ 3,353.59	\$ 3,521.27	
		\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	
<i>Employee's in this group are considered exempt and are not eligible for overtime</i>	Range M3	\$ 80,970.58	\$ 85,019.11	\$ 89,270.07	\$ 93,733.57	\$ 98,420.25	
		\$ 6,747.55	\$ 7,084.93	\$ 7,439.17	\$ 7,811.13	\$ 8,201.69	
		\$ 3,114.25	\$ 3,269.97	\$ 3,433.46	\$ 3,605.14	\$ 3,785.39	
		\$ 38.93	\$ 40.87	\$ 42.92	\$ 45.06	\$ 47.32	
	Range M4	\$ 87,031.94	\$ 91,383.54	\$ 95,952.71	\$ 100,750.35	\$ 105,787.87	
		\$ 7,252.66	\$ 7,615.29	\$ 7,996.06	\$ 8,395.86	\$ 8,815.66	
		\$ 3,347.38	\$ 3,514.75	\$ 3,690.49	\$ 3,875.01	\$ 4,068.76	
		\$ 41.84	\$ 43.93	\$ 46.13	\$ 48.44	\$ 50.86	
<b>ADMIN SERVICES MGR.</b>	Range M5	\$ 93,573.63	\$ 98,252.31	\$ 103,164.93	\$ 108,323.17	\$ 113,739.33	
		\$ 7,797.80	\$ 8,187.69	\$ 8,597.08	\$ 9,026.93	\$ 9,478.28	
		\$ 3,598.99	\$ 3,778.94	\$ 3,967.88	\$ 4,166.28	\$ 4,374.59	
		\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68	
	Range M6	\$ 100,046.70	\$ 105,049.04	\$ 110,301.49	\$ 115,816.56	\$ 121,607.39	
		\$ 8,337.23	\$ 8,754.09	\$ 9,191.79	\$ 9,651.38	\$ 10,133.95	
		\$ 3,847.95	\$ 4,040.35	\$ 4,242.36	\$ 4,454.48	\$ 4,677.21	
		\$ 48.10	\$ 50.50	\$ 53.03	\$ 55.68	\$ 58.47	
	Range M7	\$ 107,571.93	\$ 112,950.53	\$ 118,598.06	\$ 124,527.96	\$ 130,754.36	
		\$ 8,964.33	\$ 9,412.54	\$ 9,883.17	\$ 10,377.33	\$ 10,896.20	
		\$ 4,137.38	\$ 4,344.25	\$ 4,561.46	\$ 4,789.54	\$ 5,029.01	
		\$ 51.72	\$ 54.30	\$ 57.02	\$ 59.87	\$ 62.86	

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JOB TITLE	Range	2015-16 Rates		5% Steps Based on Merit Increases Earned			
	Range M8	\$ 115,623.25	\$ 121,404.41	\$ 127,474.63	\$ 133,848.36	\$ 140,540.78	<b>Yearly Monthly Bi-Weekly Hourly</b>
		\$ 9,635.27	\$ 10,117.03	\$ 10,622.89	\$ 11,154.03	\$ 11,711.73	
		\$ 4,447.05	\$ 4,669.40	\$ 4,902.87	\$ 5,148.01	\$ 5,405.41	
		\$ 55.59	\$ 58.37	\$ 61.29	\$ 64.35	\$ 67.57	
<b>LAND RESOURCES MANAGER</b>	Range M9	\$ 124,292.13	\$ 130,506.74	\$ 137,032.07	\$ 143,883.68	\$ 151,077.86	
		\$ 10,357.68	\$ 10,875.56	\$ 11,419.34	\$ 11,990.31	\$ 12,589.82	
		\$ 4,780.47	\$ 5,019.49	\$ 5,270.46	\$ 5,533.99	\$ 5,810.69	
		\$ 59.76	\$ 62.74	\$ 65.88	\$ 69.17	\$ 72.63	
	Range M10	\$ 133,601.46	\$ 140,281.53	\$ 147,295.61	\$ 154,660.39	\$ 162,393.41	
		\$ 11,133.45	\$ 11,690.13	\$ 12,274.63	\$ 12,888.37	\$ 13,532.78	
		\$ 5,138.52	\$ 5,395.44	\$ 5,665.22	\$ 5,948.48	\$ 6,245.90	
		\$ 64.23	\$ 67.44	\$ 70.82	\$ 74.36	\$ 78.07	
	Range M11	\$ 143,642.73	\$ 150,824.86	\$ 158,366.11	\$ 166,284.41	\$ 174,598.63	
		\$ 11,970.23	\$ 12,568.74	\$ 13,197.18	\$ 13,857.03	\$ 14,549.89	
		\$ 5,524.72	\$ 5,800.96	\$ 6,091.00	\$ 6,395.55	\$ 6,715.33	
		\$ 69.06	\$ 72.51	\$ 76.14	\$ 79.94	\$ 83.94	
	Range M12	\$ 154,415.93	\$ 162,136.73	\$ 170,243.56	\$ 178,755.74	\$ 187,693.53	
		\$ 12,867.99	\$ 13,511.39	\$ 14,186.96	\$ 14,896.31	\$ 15,641.13	
		\$ 5,939.07	\$ 6,236.03	\$ 6,547.83	\$ 6,875.22	\$ 7,218.98	
		\$ 74.24	\$ 77.95	\$ 81.85	\$ 85.94	\$ 90.24	
<b>GENERAL MANAGER*</b>	Range M13	\$ 165,989.69	\$ 174,289.18	\$ 183,003.64	\$ 192,153.82	\$ 201,761.51	
		\$ 13,832.47	\$ 14,524.10	\$ 15,250.30	\$ 16,012.82	\$ 16,813.46	
		\$ 6,384.22	\$ 6,703.43	\$ 7,038.60	\$ 7,390.53	\$ 7,760.06	
		\$ 79.80	\$ 83.79	\$ 87.98	\$ 92.38	\$ 97.00	

*\*GM Salary Set by Contract  
based on Board Action*

Base Salary Ranges approved in Personnel Manual Review July 2011