

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates		5% Steps Based on Merit Increases Earned			
Non-Exempt INTERN	Range 1	\$ 13,440.00	\$ 12,192.00	\$ 12,801.60	\$ 13,441.68	\$ 14,113.76	Yearly Monthly Bi-Weekly Hourly
	960 HRS/YR	\$ 1,000.00	\$ 1,016.00	\$ 1,066.80	\$ 1,120.14	\$ 1,176.15	
		\$ 500.00	\$ 468.92	\$ 492.37	\$ 516.99	\$ 542.84	
		\$ 14.00	\$ 12.70	\$ 13.34	\$ 14.00	\$ 14.70	
	Range 2	\$ 31,411.14	\$ 32,981.70	\$ 34,630.78	\$ 36,362.32	\$ 38,180.44	
		\$ 2,617.60	\$ 2,748.47	\$ 2,885.90	\$ 3,030.19	\$ 3,181.70	
		\$ 1,208.12	\$ 1,268.53	\$ 1,331.95	\$ 1,398.55	\$ 1,468.48	
		\$ 15.10	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.36	
FIELD OPERATIONS SPEC I	Range 3	\$ 33,017.79	\$ 34,668.68	\$ 36,402.11	\$ 38,222.22	\$ 40,133.33	
		\$ 2,751.48	\$ 2,889.06	\$ 3,033.51	\$ 3,185.18	\$ 3,344.44	
		\$ 1,269.92	\$ 1,333.41	\$ 1,400.08	\$ 1,470.09	\$ 1,543.59	
		\$ 15.87	\$ 16.67	\$ 17.50	\$ 18.38	\$ 19.29	
ADMIN ASST I	Range 4	\$ 34,671.01	\$ 36,404.56	\$ 38,224.79	\$ 40,136.03	\$ 42,142.83	
		\$ 2,889.25	\$ 3,033.71	\$ 3,185.40	\$ 3,344.67	\$ 3,511.90	
		\$ 1,333.50	\$ 1,400.18	\$ 1,470.18	\$ 1,543.69	\$ 1,620.88	
	<i>Classified Hourly Salaries are determined by Job Descriptions. Upon a Job Performance Evaluation, employee can be increased in salary.</i>	\$ 16.67	\$ 17.50	\$ 18.38	\$ 19.30	\$ 20.26	
<i>Salary Surveys are to be conducted and adjustments to salary schedules made when approved by the Board</i>	Range 5	\$ 36,463.93	\$ 38,287.13	\$ 40,201.49	\$ 42,211.56	\$ 44,322.14	
		\$ 3,038.66	\$ 3,190.59	\$ 3,350.12	\$ 3,517.63	\$ 3,693.51	
		\$ 1,402.46	\$ 1,472.58	\$ 1,546.21	\$ 1,623.52	\$ 1,704.70	
		\$ 17.53	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	
<i>COLA adjustments are made when approved by the Board</i>	Range 6	\$ 38,256.86	\$ 40,169.70	\$ 42,178.19	\$ 44,287.10	\$ 46,501.45	
		\$ 3,188.07	\$ 3,347.48	\$ 3,514.85	\$ 3,690.59	\$ 3,875.12	
		\$ 1,471.42	\$ 1,544.99	\$ 1,622.24	\$ 1,703.35	\$ 1,788.52	
		\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.36	
	Range 7	\$ 40,189.50	\$ 42,198.97	\$ 44,308.92	\$ 46,524.37	\$ 48,850.58	
		\$ 3,349.12	\$ 3,516.58	\$ 3,692.41	\$ 3,877.03	\$ 4,070.88	

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates					5% Steps Based on Merit Increases Earned					Yearly Monthly Bi-Weekly Hourly
		\$		\$		\$		\$		\$		
		\$	1,545.75	\$	1,623.04	\$	1,704.19	\$	1,789.40	\$	1,878.87	
		\$	19.32	\$	20.29	\$	21.30	\$	22.37	\$	23.49	
	Range 8	\$	42,238.56	\$	44,350.48	\$	46,568.01	\$	48,896.41	\$	51,341.23	
		\$	3,519.88	\$	3,695.87	\$	3,880.67	\$	4,074.70	\$	4,278.44	
		\$	1,624.56	\$	1,705.79	\$	1,791.08	\$	1,880.63	\$	1,974.66	
		\$	20.31	\$	21.32	\$	22.39	\$	23.51	\$	24.68	
	Range 9	\$	43,821.92	\$	46,013.02	\$	48,313.67	\$	50,729.35	\$	53,265.82	
		\$	3,651.83	\$	3,834.42	\$	4,026.14	\$	4,227.45	\$	4,438.82	
		\$	1,685.46	\$	1,769.73	\$	1,858.22	\$	1,951.13	\$	2,048.69	
		\$	21.07	\$	22.12	\$	23.23	\$	24.39	\$	25.61	
	Range 10	\$	46,592.81	\$	48,922.45	\$	51,368.57	\$	53,937.00	\$	56,633.85	
		\$	3,882.73	\$	4,076.87	\$	4,280.71	\$	4,494.75	\$	4,719.49	
		\$	1,792.03	\$	1,881.63	\$	1,975.71	\$	2,074.50	\$	2,178.22	
		\$	22.40	\$	23.52	\$	24.70	\$	25.93	\$	27.23	
Assistant Engineer .75 time	Range 11	\$	48,944.57	\$	51,391.79	\$	53,961.38	\$	56,659.45	\$	59,492.43	
		\$	4,078.71	\$	4,282.65	\$	4,496.78	\$	4,721.62	\$	4,957.70	
		\$	1,882.48	\$	1,976.61	\$	2,075.44	\$	2,179.21	\$	2,288.17	
		\$	23.53	\$	24.71	\$	25.94	\$	27.24	\$	28.60	
Administrative Service Specialist I	Range 12	\$	51,436.04	\$	54,007.84	\$	56,708.23	\$	59,543.64	\$	62,520.82	
		\$	4,286.34	\$	4,500.65	\$	4,725.69	\$	4,961.97	\$	5,210.07	
		\$	1,978.31	\$	2,077.22	\$	2,181.09	\$	2,290.14	\$	2,404.65	
		\$	24.73	\$	25.97	\$	27.26	\$	28.63	\$	30.06	
	Range 13	\$	54,393.20	\$	57,112.86	\$	59,968.50	\$	62,966.93	\$	66,115.28	
		\$	4,532.77	\$	4,759.41	\$	4,997.38	\$	5,247.24	\$	5,509.61	
		\$	2,092.05	\$	2,196.65	\$	2,306.48	\$	2,421.80	\$	2,542.90	
		\$	26.15	\$	27.46	\$	28.83	\$	30.27	\$	31.79	

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates		5% Steps Based on Merit Increases Earned			
FIELD OPERATIONS SPEC II	Range 14	\$ 56,768.25	\$ 59,606.66	\$ 62,586.99	\$ 65,716.34	\$ 69,002.16	
		\$ 4,730.69	\$ 4,967.22	\$ 5,215.58	\$ 5,476.36	\$ 5,750.18	
		\$ 2,183.39	\$ 2,292.56	\$ 2,407.19	\$ 2,527.55	\$ 2,653.93	
		\$ 27.29	\$ 28.66	\$ 30.09	\$ 31.59	\$ 33.17	
	Range 15	\$ 59,632.27	\$ 62,613.89	\$ 65,744.58	\$ 69,031.81	\$ 72,483.40	Yearly Monthly Bi-Weekly Hourly
		\$ 4,969.36	\$ 5,217.82	\$ 5,478.71	\$ 5,752.65	\$ 6,040.28	
		\$ 2,293.55	\$ 2,408.23	\$ 2,528.64	\$ 2,655.07	\$ 2,787.82	
		\$ 28.67	\$ 30.10	\$ 31.61	\$ 33.19	\$ 34.85	
FIELD OPERATIONS SUPERVISOR Administrative Service Specialist II	Range 16	\$ 62,636.01	\$ 65,767.81	\$ 69,056.20	\$ 72,509.01	\$ 76,134.46	
		\$ 5,219.67	\$ 5,480.65	\$ 5,754.68	\$ 6,042.42	\$ 6,344.54	
		\$ 2,409.08	\$ 2,529.53	\$ 2,656.01	\$ 2,788.81	\$ 2,928.25	
		\$ 30.11	\$ 31.62	\$ 33.20	\$ 34.86	\$ 36.60	
	Range 17	\$ 65,826.02	\$ 69,117.32	\$ 72,573.18	\$ 76,201.84	\$ 80,011.94	
		\$ 5,485.50	\$ 5,759.78	\$ 6,047.77	\$ 6,350.15	\$ 6,667.66	
		\$ 2,531.77	\$ 2,658.36	\$ 2,791.28	\$ 2,930.84	\$ 3,077.38	
		\$ 31.65	\$ 33.23	\$ 34.89	\$ 36.64	\$ 38.47	
	Range 18	\$ 69,132.45	\$ 72,589.08	\$ 76,218.53	\$ 80,029.46	\$ 84,030.93	
		\$ 5,761.04	\$ 6,049.09	\$ 6,351.54	\$ 6,669.12	\$ 7,002.58	
		\$ 2,658.94	\$ 2,791.89	\$ 2,931.48	\$ 3,078.06	\$ 3,231.96	
		\$ 33.24	\$ 34.90	\$ 36.64	\$ 38.48	\$ 40.40	
	Range 19	\$ 75,163.21	\$ 78,921.37	\$ 82,867.44	\$ 87,010.81	\$ 91,361.35	
		\$ 6,263.60	\$ 6,576.78	\$ 6,905.62	\$ 7,250.90	\$ 7,613.45	
		\$ 2,890.89	\$ 3,035.44	\$ 3,187.21	\$ 3,346.57	\$ 3,513.90	
		\$ 36.14	\$ 37.94	\$ 39.84	\$ 41.83	\$ 43.92	
	Range 20	\$ 73,766.12	\$ 77,454.43	\$ 81,327.15	\$ 85,393.51	\$ 89,663.18	
		\$ 6,147.18	\$ 6,454.54	\$ 6,777.26	\$ 7,116.13	\$ 7,471.93	

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates					5% Steps Based on Merit Increases Earned					
		\$		\$		\$	\$		\$		\$	
		\$	2,837.16	\$	2,979.02	\$	3,127.97	\$	3,284.37	\$	3,448.58	
		\$	35.46	\$	37.24	\$	39.10	\$	41.05	\$	43.11	
Executive Management Exempt	Range M1	\$	71,321.22	\$	74,887.28	\$	78,631.65	\$	82,563.23	\$	86,691.39	Yearly Monthly Bi-Weekly Hourly
		\$	5,943.44	\$	6,240.61	\$	6,552.64	\$	6,880.27	\$	7,224.28	
		\$	2,743.12	\$	2,880.28	\$	3,024.29	\$	3,175.51	\$	3,334.28	
		\$	34.29	\$	36.00	\$	37.80	\$	39.69	\$	41.68	
<i>Management Salaries are set within a Salary Range ranging from Low to High</i>	Range M2	\$	76,676.72	\$	80,510.55	\$	84,536.08	\$	88,762.88	\$	93,201.03	
		\$	6,389.73	\$	6,709.21	\$	7,044.67	\$	7,396.91	\$	7,766.75	
		\$	2,949.10	\$	3,096.56	\$	3,251.39	\$	3,413.96	\$	3,584.65	
		\$	36.86	\$	38.71	\$	40.64	\$	42.67	\$	44.81	
<i>Employee's in this group are considered exempt and are not eligible for overtime</i>	Range M3	\$	82,428.05	\$	86,549.45	\$	90,876.93	\$	95,420.77	\$	100,191.81	
		\$	6,869.00	\$	7,212.45	\$	7,573.08	\$	7,951.73	\$	8,349.32	
		\$	3,170.31	\$	3,328.83	\$	3,495.27	\$	3,670.03	\$	3,853.53	
		\$	39.63	\$	41.61	\$	43.69	\$	45.88	\$	48.17	
	Range M4	\$	88,598.51	\$	93,028.44	\$	97,679.86	\$	102,563.85	\$	107,692.05	
		\$	7,383.21	\$	7,752.37	\$	8,139.99	\$	8,546.99	\$	8,974.34	
		\$	3,407.64	\$	3,578.02	\$	3,756.92	\$	3,944.76	\$	4,142.00	
		\$	42.60	\$	44.73	\$	46.96	\$	49.31	\$	51.78	
ADMIN SERVICES MGR.	Range M5	\$	95,257.96	\$	100,020.85	\$	105,021.90	\$	110,272.99	\$	115,786.64	
		\$	7,938.16	\$	8,335.07	\$	8,751.82	\$	9,189.42	\$	9,648.89	
		\$	3,663.77	\$	3,846.96	\$	4,039.30	\$	4,241.27	\$	4,453.33	
		\$	45.80	\$	48.09	\$	50.49	\$	53.02	\$	55.67	
	Range M6	\$	101,847.54	\$	106,939.92	\$	112,286.92	\$	117,901.26	\$	123,796.32	
		\$	8,487.30	\$	8,911.66	\$	9,357.24	\$	9,825.11	\$	10,316.36	
		\$	3,917.21	\$	4,113.07	\$	4,318.73	\$	4,534.66	\$	4,761.40	

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates					5% Steps Based on Merit Increases Earned					
		\$		\$		\$	\$		\$		\$	
		\$	48.97	\$	51.41	\$	53.98	\$	56.68	\$	59.52	
	Range M7	\$	109,508.23	\$	114,983.64	\$	120,732.82	\$	126,769.46	\$	133,107.94	
		\$	9,125.69	\$	9,581.97	\$	10,061.07	\$	10,564.12	\$	11,092.33	
		\$	4,211.85	\$	4,422.45	\$	4,643.57	\$	4,875.75	\$	5,119.54	
		\$	52.65	\$	55.28	\$	58.04	\$	60.95	\$	63.99	
	Range M8	\$	117,704.46	\$	123,589.69	\$	129,769.17	\$	136,257.63	\$	143,070.51	Yearly Monthly Bi-Weekly Hourly
		\$	9,808.71	\$	10,299.14	\$	10,814.10	\$	11,354.80	\$	11,922.54	
		\$	4,527.09	\$	4,753.45	\$	4,991.12	\$	5,240.68	\$	5,502.71	
		\$	56.59	\$	59.42	\$	62.39	\$	65.51	\$	68.78	
	Range M9	\$	126,529.39	\$	132,855.86	\$	139,498.65	\$	146,473.58	\$	153,797.26	
		\$	10,544.12	\$	11,071.32	\$	11,624.89	\$	12,206.13	\$	12,816.44	
		\$	4,866.51	\$	5,109.84	\$	5,365.33	\$	5,633.60	\$	5,915.28	
		\$	60.83	\$	63.87	\$	67.07	\$	70.42	\$	73.94	
LAND RESOURCES MANAGER	Range M10	\$	136,006.29	\$	142,806.60	\$	149,946.93	\$	157,444.28	\$	165,316.49	
		\$	11,333.86	\$	11,900.55	\$	12,495.58	\$	13,120.36	\$	13,776.37	
		\$	5,231.01	\$	5,492.56	\$	5,767.19	\$	6,055.55	\$	6,358.33	
		\$	65.39	\$	68.66	\$	72.09	\$	75.69	\$	79.48	
	Range M11	\$	146,228.30	\$	153,539.71	\$	161,216.70	\$	169,277.53	\$	177,741.41	
		\$	12,185.69	\$	12,794.98	\$	13,434.72	\$	14,106.46	\$	14,811.78	
		\$	5,624.17	\$	5,905.37	\$	6,200.64	\$	6,510.67	\$	6,836.21	
		\$	70.30	\$	73.82	\$	77.51	\$	81.38	\$	85.45	
	Range M12	\$	157,195.42	\$	165,055.19	\$	173,307.95	\$	181,973.35	\$	191,072.01	
		\$	13,099.62	\$	13,754.60	\$	14,442.33	\$	15,164.45	\$	15,922.67	
		\$	6,045.98	\$	6,348.28	\$	6,665.69	\$	6,998.97	\$	7,348.92	
		\$	75.57	\$	79.35	\$	83.32	\$	87.49	\$	91.86	

SBVWCD District Salary Range

JOB TITLE	Range	2016-17 Rates		5% Steps Based on Merit Increases Earned		
GENERAL MANAGER*	Range M13	\$ 212,569.59	\$ 223,198.07	\$ 234,357.98	\$ 246,075.88	\$ 258,379.67
		\$ 17,714.13	\$ 18,599.84	\$ 19,529.83	\$ 20,506.32	\$ 21,531.64
<i>*GM Salary Set by Contract based on Board Action</i>		\$ 8,857.07	\$ 9,299.92	\$ 9,764.92	\$ 10,253.16	\$ 10,765.82
		\$ 102.20	\$ 107.31	\$ 112.67	\$ 118.31	\$ 124.22

Base Salary Ranges approved in Personnel Manual Review August 2015 with Board Approved COLA Based on CPI -U All West annual