

## SBVWCD District Salary Range

JOB TITLE	Range	2013-14 Rates		5% Steps Based on Merit Increases Earned			
<b>Non-Exempt INTERN</b>		<i>2 % 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	\$ 29,921.18	\$ 31,417.24	\$ 32,988.10	\$ 34,637.51	\$ 36,369.38	
		\$ 2,493.43	\$ 2,618.10	\$ 2,749.01	\$ 2,886.46	\$ 3,030.78	
		\$ 1,150.81	\$ 1,208.36	\$ 1,268.77	\$ 1,332.21	\$ 1,398.82	
		\$ 14.39	\$ 15.10	\$ 15.86	\$ 16.65	\$ 17.49	
<b>FIELD TECH I</b>	Range 3	\$ 31,451.62	\$ 33,024.20	\$ 34,675.41	\$ 36,409.18	\$ 38,229.64	
		\$ 2,620.97	\$ 2,752.02	\$ 2,889.62	\$ 3,034.10	\$ 3,185.80	
		\$ 1,209.68	\$ 1,270.16	\$ 1,333.67	\$ 1,400.35	\$ 1,470.37	
		\$ 15.12	\$ 15.88	\$ 16.67	\$ 17.50	\$ 18.38	
<b>ADMIN ASST I</b>	Range 4	\$ 33,026.42	\$ 34,677.74	\$ 36,411.63	\$ 38,232.21	\$ 40,143.82	
		\$ 2,752.20	\$ 2,889.81	\$ 3,034.30	\$ 3,186.02	\$ 3,345.32	
		\$ 1,270.25	\$ 1,333.76	\$ 1,400.45	\$ 1,470.47	\$ 1,543.99	
		\$ 15.88	\$ 16.67	\$ 17.51	\$ 18.38	\$ 19.30	
<i>Classified Hourly Salaries are determined by Job Descriptions. Upon a Job Performance Evaluation, employee can be increased in salary.</i>	Range 5	\$ 34,734.30	\$ 36,471.01	\$ 38,294.56	\$ 40,209.29	\$ 42,219.76	
		\$ 2,894.52	\$ 3,039.25	\$ 3,191.21	\$ 3,350.77	\$ 3,518.31	
		\$ 1,335.93	\$ 1,402.73	\$ 1,472.87	\$ 1,546.51	\$ 1,623.84	
		\$ 16.70	\$ 17.53	\$ 18.41	\$ 19.33	\$ 20.30	
<i>Salary Surveys are to be conducted and adjustments to salary schedules made when approved by the Board</i>	Range 6	\$ 36,442.18	\$ 38,264.29	\$ 40,177.50	\$ 42,186.38	\$ 44,295.70	
		\$ 3,036.85	\$ 3,188.69	\$ 3,348.13	\$ 3,515.53	\$ 3,691.31	
		\$ 1,401.62	\$ 1,471.70	\$ 1,545.29	\$ 1,622.55	\$ 1,703.68	
		\$ 17.52	\$ 18.40	\$ 19.32	\$ 20.28	\$ 21.30	
<i>COLA adjustments are made when approved by the Board</i>	Range 7	\$ 38,283.14	\$ 40,197.30	\$ 42,207.16	\$ 44,317.52	\$ 46,533.40	
		\$ 3,190.26	\$ 3,349.77	\$ 3,517.26	\$ 3,693.13	\$ 3,877.78	
		\$ 1,472.43	\$ 1,546.05	\$ 1,623.35	\$ 1,704.52	\$ 1,789.75	
		\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	
	Range 8	\$ 40,235.00	\$ 42,246.75	\$ 44,359.09	\$ 46,577.05	\$ 48,905.90	<b>Yearly Monthly Bi-Weekly</b>
	\$ 3,352.92	\$ 3,520.56	\$ 3,696.59	\$ 3,881.42	\$ 4,075.49		
	\$ 1,547.50	\$ 1,624.88	\$ 1,706.12	\$ 1,791.42	\$ 1,881.00		

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JOB TITLE	Range	2013-14 Rates					5% Steps Based on Merit Increases Earned					
		\$	19.34	\$	20.31	\$	21.33	\$	22.39	\$	23.51	
ADMIN ASST II	Range 9	\$	41,743.26	\$	43,830.43	\$	46,021.95	\$	48,323.04	\$	50,739.20	Hourly
		\$	3,478.61	\$	3,652.54	\$	3,835.16	\$	4,026.92	\$	4,228.27	
		\$	1,605.51	\$	1,685.79	\$	1,770.07	\$	1,858.58	\$	1,951.51	
		\$	20.07	\$	21.07	\$	22.13	\$	23.23	\$	24.39	
	Range 10	\$	44,382.71	\$	46,601.85	\$	48,931.94	\$	51,378.54	\$	53,947.47	
		\$	3,698.56	\$	3,883.49	\$	4,077.66	\$	4,281.55	\$	4,495.62	
		\$	1,707.03	\$	1,792.38	\$	1,882.00	\$	1,976.10	\$	2,074.90	
		\$	21.34	\$	22.40	\$	23.52	\$	24.70	\$	25.94	
	Range 11	\$	46,622.92	\$	48,954.07	\$	51,401.77	\$	53,971.86	\$	56,670.45	
		\$	3,885.24	\$	4,079.51	\$	4,283.48	\$	4,497.65	\$	4,722.54	
		\$	1,793.19	\$	1,882.85	\$	1,976.99	\$	2,075.84	\$	2,179.63	
		\$	22.41	\$	23.54	\$	24.71	\$	25.95	\$	27.25	
Administrative Service Specialist I	Range 12	\$	48,996.21	\$	51,446.02	\$	54,018.32	\$	56,719.24	\$	59,555.20	
		\$	4,083.02	\$	4,287.17	\$	4,501.53	\$	4,726.60	\$	4,962.93	
		\$	1,884.47	\$	1,978.69	\$	2,077.63	\$	2,181.51	\$	2,290.58	
		\$	23.56	\$	24.73	\$	25.97	\$	27.27	\$	28.63	
	Range 13	\$	51,813.10	\$	54,403.76	\$	57,123.95	\$	59,980.14	\$	62,979.15	
		\$	4,317.76	\$	4,533.65	\$	4,760.33	\$	4,998.35	\$	5,248.26	
		\$	1,992.81	\$	2,092.45	\$	2,197.07	\$	2,306.93	\$	2,422.28	
		\$	24.91	\$	26.16	\$	27.46	\$	28.84	\$	30.28	
FIELD OPERATIONS TECH II FIELD OPERATIONS SPECIALIST	Range 14	\$	54,075.49	\$	56,779.27	\$	59,618.23	\$	62,599.14	\$	65,729.10	
		\$	4,506.29	\$	4,731.61	\$	4,968.19	\$	5,216.60	\$	5,477.42	
		\$	2,079.83	\$	2,183.82	\$	2,293.01	\$	2,407.66	\$	2,528.04	
		\$	26.00	\$	27.30	\$	28.66	\$	30.10	\$	31.60	
FIELD OPERATIONS SUPERVISOR	Range 15	\$	56,803.66	\$	59,643.85	\$	62,626.04	\$	65,757.34	\$	69,045.21	Yearly Monthly Bi-Weekly Hourly
		\$	4,733.64	\$	4,970.32	\$	5,218.84	\$	5,479.78	\$	5,753.77	
		\$	2,184.76	\$	2,293.99	\$	2,408.69	\$	2,529.13	\$	2,655.58	
		\$	27.31	\$	28.67	\$	30.11	\$	31.61	\$	33.19	
Range 16	\$	59,664.92	\$	62,648.16	\$	65,780.57	\$	69,069.60	\$	72,523.08		

**SBVWCD District Salary Range**

JOB TITLE	Range	2013-14 Rates		5% Steps Based on Merit Increases Earned		
Administrative Service Specialist II		\$ 4,972.08	\$ 5,220.68	\$ 5,481.71	\$ 5,755.80	\$ 6,043.59
		\$ 2,294.80	\$ 2,409.54	\$ 2,530.02	\$ 2,656.52	\$ 2,789.35
		\$ 28.69	\$ 30.12	\$ 31.63	\$ 33.21	\$ 34.87
Range 17		\$ 62,703.62	\$ 65,838.80	\$ 69,130.74	\$ 72,587.27	\$ 76,216.64
		\$ 5,225.30	\$ 5,486.57	\$ 5,760.89	\$ 6,048.94	\$ 6,351.39
		\$ 2,411.68	\$ 2,532.26	\$ 2,658.87	\$ 2,791.82	\$ 2,931.41
		\$ 30.15	\$ 31.65	\$ 33.24	\$ 34.90	\$ 36.64
Range 18		\$ 65,853.21	\$ 69,145.87	\$ 72,603.17	\$ 76,233.33	\$ 80,044.99
		\$ 5,487.77	\$ 5,762.16	\$ 6,050.26	\$ 6,352.78	\$ 6,670.42
		\$ 2,532.82	\$ 2,659.46	\$ 2,792.43	\$ 2,932.05	\$ 3,078.65
		\$ 31.66	\$ 33.24	\$ 34.91	\$ 36.65	\$ 38.48
Range 19		\$ 71,597.90	\$ 75,177.80	\$ 78,936.69	\$ 82,883.52	\$ 87,027.70
		\$ 5,966.49	\$ 6,264.82	\$ 6,578.06	\$ 6,906.96	\$ 7,252.31
		\$ 2,753.77	\$ 2,891.45	\$ 3,036.03	\$ 3,187.83	\$ 3,347.22
		\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84
Range 20		\$ 70,267.09	\$ 73,780.44	\$ 77,469.46	\$ 81,342.94	\$ 85,410.08
		\$ 5,855.59	\$ 6,148.37	\$ 6,455.79	\$ 6,778.58	\$ 7,117.51
		\$ 2,702.58	\$ 2,837.71	\$ 2,979.59	\$ 3,128.57	\$ 3,285.00
		\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.11	\$ 41.06

<b>Executive Management Exempt</b>	Range M1	\$ 67,938.16	\$ 71,335.07	\$ 74,901.82	\$ 78,646.91	\$ 82,579.26	<b>Yearly Monthly Bi-Weekly Hourly</b>
		\$ 5,661.51	\$ 5,944.59	\$ 6,241.82	\$ 6,553.91	\$ 6,881.60	
		\$ 2,613.01	\$ 2,743.66	\$ 2,880.84	\$ 3,024.88	\$ 3,176.13	
		\$ 32.66	\$ 34.30	\$ 36.01	\$ 37.81	\$ 39.70	
<i>Management Salaries are set within a Salary Range ranging from Low to High</i>	Range M2	\$ 73,039.62	\$ 76,691.60	\$ 80,526.18	\$ 84,552.49	\$ 88,780.11	
		\$ 6,086.63	\$ 6,390.97	\$ 6,710.52	\$ 7,046.04	\$ 7,398.34	
		\$ 2,809.22	\$ 2,949.68	\$ 3,097.16	\$ 3,252.02	\$ 3,414.62	
		\$ 35.12	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	
<i>Employee's in this group</i>							

## SBVWCD District Salary Range

**JOB TITLE**  
*are considered exempt and are  
not eligible for overtime*

Range	2013-14 Rates		5% Steps Based on Merit Increases Earned			
Range M3	\$ 78,518.15	\$ 82,444.05	\$ 86,566.26	\$ 90,894.57	\$ 95,439.30	
	\$ 6,543.18	\$ 6,870.34	\$ 7,213.85	\$ 7,574.55	\$ 7,953.27	
	\$ 3,019.93	\$ 3,170.93	\$ 3,329.47	\$ 3,495.94	\$ 3,670.74	
	\$ 37.75	\$ 39.64	\$ 41.62	\$ 43.70	\$ 45.88	
Range M4	\$ 84,395.92	\$ 88,615.71	\$ 93,046.50	\$ 97,698.82	\$ 102,583.76	
	\$ 7,032.99	\$ 7,384.64	\$ 7,753.87	\$ 8,141.57	\$ 8,548.65	
	\$ 3,246.00	\$ 3,408.30	\$ 3,578.71	\$ 3,757.65	\$ 3,945.53	
	\$ 40.57	\$ 42.60	\$ 44.73	\$ 46.97	\$ 49.32	
Range M5	\$ 90,739.47	\$ 95,276.45	\$ 100,040.27	\$ 105,042.28	\$ 110,294.40	
	\$ 7,561.62	\$ 7,939.70	\$ 8,336.69	\$ 8,753.52	\$ 9,191.20	
	\$ 3,489.98	\$ 3,664.48	\$ 3,847.70	\$ 4,040.09	\$ 4,242.09	
	\$ 43.62	\$ 45.81	\$ 48.10	\$ 50.50	\$ 53.03	
Range M6	\$ 97,016.49	\$ 101,867.31	\$ 106,960.68	\$ 112,308.71	\$ 117,924.15	
	\$ 8,084.71	\$ 8,488.94	\$ 8,913.39	\$ 9,359.06	\$ 9,827.01	
	\$ 3,731.40	\$ 3,917.97	\$ 4,113.87	\$ 4,319.57	\$ 4,535.54	
	\$ 46.64	\$ 48.97	\$ 51.42	\$ 53.99	\$ 56.69	
Range M7	\$ 104,313.80	\$ 109,529.49	\$ 115,005.96	\$ 120,756.26	\$ 126,794.07	
	\$ 8,692.82	\$ 9,127.46	\$ 9,583.83	\$ 10,063.02	\$ 10,566.17	
	\$ 4,012.07	\$ 4,212.67	\$ 4,423.31	\$ 4,644.47	\$ 4,876.70	
	\$ 50.15	\$ 52.66	\$ 55.29	\$ 58.06	\$ 60.96	
Range M8	\$ 112,121.25	\$ 117,727.31	\$ 123,613.68	\$ 129,794.36	\$ 136,284.08	
	\$ 9,343.44	\$ 9,810.61	\$ 10,301.14	\$ 10,816.20	\$ 11,357.01	
	\$ 4,312.36	\$ 4,527.97	\$ 4,754.37	\$ 4,992.09	\$ 5,241.70	
	\$ 53.90	\$ 56.60	\$ 59.43	\$ 62.40	\$ 65.52	
Range M9	\$ 120,527.57	\$ 126,553.95	\$ 132,881.65	\$ 139,525.73	\$ 146,502.02	
	\$ 10,043.96	\$ 10,546.16	\$ 11,073.47	\$ 11,627.14	\$ 12,208.50	
	\$ 4,635.68	\$ 4,867.46	\$ 5,110.83	\$ 5,366.37	\$ 5,634.69	
	\$ 57.95	\$ 60.84	\$ 63.89	\$ 67.08	\$ 70.43	
Range M10	\$ 129,554.94	\$ 136,032.69	\$ 142,834.32	\$ 149,976.04	\$ 157,474.84	
	\$ 10,796.25	\$ 11,336.06	\$ 11,902.86	\$ 12,498.00	\$ 13,122.90	

**Yearly**  
**Monthly**  
**Bi-Weekly**  
**Hourly**

### LAND RESOURCES MANAGER

**SBVWCD District Salary Range**

JOB TITLE	Range	2013-14 Rates		5% Steps Based on Merit Increases Earned		
		\$	\$	\$	\$	\$
		\$ 4,982.88	\$ 5,232.03	\$ 5,493.63	\$ 5,768.31	\$ 6,056.72
		\$ 62.29	\$ 65.40	\$ 68.67	\$ 72.10	\$ 75.71
	Range M11	\$ 139,292.08	\$ 146,256.68	\$ 153,569.52	\$ 161,247.99	\$ 169,310.39
		\$ 11,607.67	\$ 12,188.06	\$ 12,797.46	\$ 13,437.33	\$ 14,109.20
		\$ 5,357.39	\$ 5,625.26	\$ 5,906.52	\$ 6,201.85	\$ 6,511.94
		\$ 66.97	\$ 70.32	\$ 73.83	\$ 77.52	\$ 81.40
	Range M12	\$ 149,738.98	\$ 157,225.93	\$ 165,087.23	\$ 173,341.59	\$ 182,008.67
		\$ 12,478.25	\$ 13,102.16	\$ 13,757.27	\$ 14,445.13	\$ 15,167.39
		\$ 5,759.19	\$ 6,047.15	\$ 6,349.51	\$ 6,666.98	\$ 7,000.33
		\$ 71.99	\$ 75.59	\$ 79.37	\$ 83.34	\$ 87.50
<b>GENERAL MANAGER*</b>	Range M13	\$ 160,962.20	\$ 169,010.31	\$ 177,460.82	\$ 186,333.87	\$ 195,650.56
		\$ 13,413.52	\$ 14,084.19	\$ 14,788.40	\$ 15,527.82	\$ 16,304.21
<i>*GM Salary Set by Contract based on Board Action</i>		\$ 6,190.85	\$ 6,500.40	\$ 6,825.42	\$ 7,166.69	\$ 7,525.02
		\$ 77.39	\$ 81.25	\$ 85.32	\$ 89.58	\$ 94.06

Base Salary Ranges approved in Personnel Manual Review July 2011  
 Base Salary Rates Include 2% COLA Adjustment for 2013-2014 Fiscal year from 2012-13 rates