

SBVWCD District Salary Range

JOB TITLE	Range	2018-19 Rates		5% Steps Based on Merit Increases Earned			
Non-Exempt INTERN		3.1 % COLA					
	Range 1 960 HRS/YR	\$ 12,480.00	\$ 13,104.00	\$ 13,759.20	\$ 14,447.16	\$ 15,169.52	Yearly Monthly Bi-Weekly Hourly
	\$ 1,040.00	\$ 1,092.00	\$ 1,146.60	\$ 1,203.93	\$ 1,264.13		
	\$ 480.00	\$ 504.00	\$ 529.20	\$ 555.66	\$ 583.44		
	\$ 13.00	\$ 13.65	\$ 14.33	\$ 15.05	\$ 15.80		
	Range 2	\$ 33,194.51	\$ 34,854.23	\$ 36,596.95	\$ 38,426.79	\$ 40,348.13	
		\$ 2,766.21	\$ 2,904.52	\$ 3,049.75	\$ 3,202.23	\$ 3,362.34	
		\$ 1,276.71	\$ 1,340.55	\$ 1,407.57	\$ 1,477.95	\$ 1,551.85	
		\$ 15.96	\$ 16.76	\$ 17.59	\$ 18.47	\$ 19.40	
FIELD TECH I	Range 3	\$ 34,892.38	\$ 36,636.99	\$ 38,468.84	\$ 40,392.29	\$ 42,411.90	
		\$ 2,907.70	\$ 3,053.08	\$ 3,205.74	\$ 3,366.02	\$ 3,534.33	
		\$ 1,342.01	\$ 1,409.12	\$ 1,479.57	\$ 1,553.55	\$ 1,631.23	
		\$ 16.78	\$ 17.61	\$ 18.49	\$ 19.42	\$ 20.39	
ADMIN ASST I	Range 4	\$ 36,639.45	\$ 38,471.43	\$ 40,395.00	\$ 42,414.75	\$ 44,535.49	
		\$ 3,053.29	\$ 3,205.95	\$ 3,366.25	\$ 3,534.56	\$ 3,711.29	
		\$ 1,409.21	\$ 1,479.67	\$ 1,553.65	\$ 1,631.34	\$ 1,712.90	
<i>Classified Hourly Salaries are determined by Job Descriptions. Upon a Job Performance Evaluation, employee can be increased in salary.</i>		\$ 17.62	\$ 18.50	\$ 19.42	\$ 20.39	\$ 21.41	
	Range 5	\$ 38,534.17	\$ 40,460.88	\$ 42,483.93	\$ 44,608.12	\$ 46,838.53	
		\$ 3,211.18	\$ 3,371.74	\$ 3,540.33	\$ 3,717.34	\$ 3,903.21	
		\$ 1,482.08	\$ 1,556.19	\$ 1,634.00	\$ 1,715.70	\$ 1,801.48	
		\$ 18.53	\$ 19.45	\$ 20.42	\$ 21.45	\$ 22.52	
<i>Salary Surveys are to be conducted and adjustments to salary schedules made when approved by the Board</i>	Range 6	\$ 40,428.89	\$ 42,450.34	\$ 44,572.86	\$ 46,801.50	\$ 49,141.57	
		\$ 3,369.07	\$ 3,537.53	\$ 3,714.40	\$ 3,900.12	\$ 4,095.13	
		\$ 1,554.96	\$ 1,632.71	\$ 1,714.34	\$ 1,800.06	\$ 1,890.06	
		\$ 19.44	\$ 20.41	\$ 21.43	\$ 22.50	\$ 23.63	
<i>COLA adjustments are made when approved by the Board</i>	Range 7	\$ 42,471.26	\$ 44,594.82	\$ 46,824.56	\$ 49,165.79	\$ 51,624.08	
		\$ 3,539.27	\$ 3,716.23	\$ 3,902.05	\$ 4,097.15	\$ 4,302.01	
		\$ 1,633.51	\$ 1,715.19	\$ 1,800.94	\$ 1,890.99	\$ 1,985.54	
		\$ 20.42	\$ 21.44	\$ 22.51	\$ 23.64	\$ 24.82	

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		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
	Range 8	\$ 44,636.65	\$ 46,868.48	\$ 49,211.91	\$ 51,672.50	\$ 54,256.13						
		\$ 3,719.72	\$ 3,905.71	\$ 4,100.99	\$ 4,306.04	\$ 4,521.34						
		\$ 1,716.79	\$ 1,802.63	\$ 1,892.77	\$ 1,987.40	\$ 2,086.77						
		\$ 21.46	\$ 22.53	\$ 23.66	\$ 24.84	\$ 26.08						
	Range 9	\$ 46,309.91	\$ 48,625.40	\$ 51,056.67	\$ 53,609.51	\$ 56,289.98						
		\$ 3,859.16	\$ 4,052.12	\$ 4,254.72	\$ 4,467.46	\$ 4,690.83						
		\$ 1,781.15	\$ 1,870.21	\$ 1,963.72	\$ 2,061.90	\$ 2,165.00						
		\$ 22.26	\$ 23.38	\$ 24.55	\$ 25.77	\$ 27.06						
	Range 10	\$ 49,238.11	\$ 51,700.02	\$ 54,285.02	\$ 56,999.27	\$ 59,849.23						
		\$ 4,103.18	\$ 4,308.33	\$ 4,523.75	\$ 4,749.94	\$ 4,987.44						
		\$ 1,893.77	\$ 1,988.46	\$ 2,087.89	\$ 2,192.28	\$ 2,301.89						
		\$ 23.67	\$ 24.86	\$ 26.10	\$ 27.40	\$ 28.77						
Assistant Engineer	Range 11	\$ 51,723.39	\$ 54,309.56	\$ 57,025.04	\$ 59,876.29	\$ 62,870.11						
		\$ 4,310.28	\$ 4,525.80	\$ 4,752.09	\$ 4,989.69	\$ 5,239.18						
		\$ 1,989.36	\$ 2,088.83	\$ 2,193.27	\$ 2,302.93	\$ 2,418.08						
		\$ 24.87	\$ 26.11	\$ 27.42	\$ 28.79	\$ 30.23						
Administrative Service Specialist I	Range 12	\$ 54,356.32	\$ 57,074.13	\$ 59,927.84	\$ 62,924.23	\$ 66,070.44						
		\$ 4,529.69	\$ 4,756.18	\$ 4,993.99	\$ 5,243.69	\$ 5,505.87						
		\$ 2,090.63	\$ 2,195.16	\$ 2,304.92	\$ 2,420.16	\$ 2,541.17						
		\$ 26.13	\$ 27.44	\$ 28.81	\$ 30.25	\$ 31.76						
	Range 13	\$ 57,481.37	\$ 60,355.44	\$ 63,373.22	\$ 66,541.88	\$ 69,868.97						
		\$ 4,790.11	\$ 5,029.62	\$ 5,281.10	\$ 5,545.16	\$ 5,822.41						
		\$ 2,210.82	\$ 2,321.36	\$ 2,437.43	\$ 2,559.30	\$ 2,687.27						
		\$ 27.64	\$ 29.02	\$ 30.47	\$ 31.99	\$ 33.59						
FIELD OPERATIONS TECH II FIELD OPERATIONS SPECIALIST	Range 14	\$ 59,991.26	\$ 62,990.83	\$ 66,140.37	\$ 69,447.39	\$ 72,919.76						
		\$ 4,999.27	\$ 5,249.24	\$ 5,511.70	\$ 5,787.28	\$ 6,076.65						
		\$ 2,307.36	\$ 2,422.72	\$ 2,543.86	\$ 2,671.05	\$ 2,804.61						
		\$ 28.84	\$ 30.28	\$ 31.80	\$ 33.39	\$ 35.06						

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JOB TITLE	Range	2018-19 Rates		5% Steps Based on Merit Increases Earned			Yearly
	Range 15	\$ 63,017.89	\$ 66,168.79	\$ 69,477.23	\$ 72,951.09	\$ 76,598.64	Bi-Weekly
		\$ 5,251.49	\$ 5,514.07	\$ 5,789.77	\$ 6,079.26	\$ 6,383.22	
		\$ 2,423.77	\$ 2,544.95	\$ 2,672.20	\$ 2,805.81	\$ 2,946.10	
		\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.83	
Administrative Service Specialist II FIELD OPERATIONS SUPERVISOR	Range 16	\$ 66,192.16	\$ 69,501.77	\$ 72,976.86	\$ 76,625.70	\$ 80,456.99	
		\$ 5,516.01	\$ 5,791.81	\$ 6,081.41	\$ 6,385.48	\$ 6,704.75	
		\$ 2,545.85	\$ 2,673.15	\$ 2,806.80	\$ 2,947.14	\$ 3,094.50	
		\$ 31.82	\$ 33.41	\$ 35.09	\$ 36.84	\$ 38.68	
	Range 17	\$ 69,563.29	\$ 73,041.45	\$ 76,693.53	\$ 80,528.20	\$ 84,554.61	
		\$ 5,796.94	\$ 6,086.79	\$ 6,391.13	\$ 6,710.68	\$ 7,046.22	
		\$ 2,675.51	\$ 2,809.29	\$ 2,949.75	\$ 3,097.24	\$ 3,252.10	
		\$ 33.44	\$ 35.12	\$ 36.87	\$ 38.72	\$ 40.65	
	Range 18	\$ 73,057.45	\$ 76,710.32	\$ 80,545.84	\$ 84,573.13	\$ 88,801.79	
		\$ 6,088.12	\$ 6,392.53	\$ 6,712.15	\$ 7,047.76	\$ 7,400.15	
		\$ 2,809.90	\$ 2,950.40	\$ 3,097.92	\$ 3,252.81	\$ 3,415.45	
		\$ 35.12	\$ 36.88	\$ 38.72	\$ 40.66	\$ 42.69	
	Range 19	\$ 79,430.60	\$ 83,402.13	\$ 87,572.23	\$ 91,950.85	\$ 96,548.39	
		\$ 6,619.22	\$ 6,950.18	\$ 7,297.69	\$ 7,662.57	\$ 8,045.70	
		\$ 3,055.02	\$ 3,207.77	\$ 3,368.16	\$ 3,536.57	\$ 3,713.40	
		\$ 38.19	\$ 40.10	\$ 42.10	\$ 44.21	\$ 46.42	
	Range 20	\$ 77,954.19	\$ 81,851.90	\$ 85,944.50	\$ 90,241.72	\$ 94,753.81	
		\$ 6,496.18	\$ 6,820.99	\$ 7,162.04	\$ 7,520.14	\$ 7,896.15	
		\$ 2,998.24	\$ 3,148.15	\$ 3,305.56	\$ 3,470.84	\$ 3,644.38	
		\$ 37.48	\$ 39.35	\$ 41.32	\$ 43.39	\$ 45.55	

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JOB TITLE	Range	2018-19 Rates		5% Steps Based on Merit Increases Earned			
Executive Management Exempt	Range M1	\$ 75,370.48	\$ 79,139.01	\$ 83,095.96	\$ 87,250.76	\$ 91,613.29	Yearly Monthly Bi-Weekly Hourly
		\$ 6,280.87	\$ 6,594.92	\$ 6,924.66	\$ 7,270.90	\$ 7,634.44	
		\$ 2,898.86	\$ 3,043.81	\$ 3,196.00	\$ 3,355.80	\$ 3,523.59	
		\$ 36.24	\$ 38.05	\$ 39.95	\$ 41.95	\$ 44.04	
<i>Management Salaries are set within a Salary Range ranging from Low to High</i>	Range M2	\$ 81,030.04	\$ 85,081.54	\$ 89,335.62	\$ 93,802.40	\$ 98,492.52	
		\$ 6,752.50	\$ 7,090.13	\$ 7,444.63	\$ 7,816.87	\$ 8,207.71	
		\$ 3,116.54	\$ 3,272.37	\$ 3,435.99	\$ 3,607.78	\$ 3,788.17	
		\$ 38.96	\$ 40.90	\$ 42.95	\$ 45.10	\$ 47.35	
<i>Employee's in this group are considered exempt and are not eligible for overtime</i>	Range M3	\$ 87,107.90	\$ 91,463.30	\$ 96,036.47	\$ 100,838.29	\$ 105,880.20	
		\$ 7,258.99	\$ 7,621.94	\$ 8,003.04	\$ 8,403.19	\$ 8,823.35	
		\$ 3,350.30	\$ 3,517.82	\$ 3,693.71	\$ 3,878.40	\$ 4,072.32	
		\$ 41.88	\$ 43.97	\$ 46.17	\$ 48.48	\$ 50.90	
	Range M4	\$ 93,628.69	\$ 98,310.13	\$ 103,225.64	\$ 108,386.92	\$ 113,806.26	
		\$ 7,802.39	\$ 8,192.51	\$ 8,602.14	\$ 9,032.24	\$ 9,483.86	
		\$ 3,601.10	\$ 3,781.16	\$ 3,970.22	\$ 4,168.73	\$ 4,377.16	
		\$ 45.01	\$ 47.26	\$ 49.63	\$ 52.11	\$ 54.71	
ADMIN SERVICES MGR.	Range M5	\$ 100,666.23	\$ 105,699.54	\$ 110,984.51	\$ 116,533.74	\$ 122,360.43	
		\$ 8,388.85	\$ 8,808.29	\$ 9,248.71	\$ 9,711.14	\$ 10,196.70	
		\$ 3,871.78	\$ 4,065.37	\$ 4,268.64	\$ 4,482.07	\$ 4,706.17	
		\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.03	\$ 58.83	
	Range M6	\$ 107,629.94	\$ 113,011.43	\$ 118,662.01	\$ 124,595.11	\$ 130,824.86	
		\$ 8,969.16	\$ 9,417.62	\$ 9,888.50	\$ 10,382.93	\$ 10,902.07	
		\$ 4,139.61	\$ 4,346.59	\$ 4,563.92	\$ 4,792.12	\$ 5,031.73	
		\$ 51.75	\$ 54.33	\$ 57.05	\$ 59.90	\$ 62.90	
	Range M7	\$ 115,725.56	\$ 121,511.84	\$ 127,587.43	\$ 133,966.80	\$ 140,665.14	
		\$ 9,643.80	\$ 10,125.99	\$ 10,632.29	\$ 11,163.90	\$ 11,722.09	
		\$ 4,450.98	\$ 4,673.53	\$ 4,907.21	\$ 5,152.57	\$ 5,410.20	
		\$ 55.64	\$ 58.42	\$ 61.34	\$ 64.41	\$ 67.63	

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JOB TITLE	Range	2018-19 Rates					5% Steps Based on Merit Increases Earned					Yearly	
													Monthly
	Range M8	\$ 124,387.14	\$ 130,606.49	\$ 137,136.82	\$ 143,993.66	\$ 151,193.34							
		\$ 10,365.59	\$ 10,883.87	\$ 11,428.07	\$ 11,999.47	\$ 12,599.45							
		\$ 4,784.12	\$ 5,023.33	\$ 5,274.49	\$ 5,538.22	\$ 5,815.13							
		\$ 59.80	\$ 62.79	\$ 65.93	\$ 69.23	\$ 72.69							Hourly
	Range M9	\$ 133,713.09	\$ 140,398.75	\$ 147,418.69	\$ 154,789.62	\$ 162,529.10							
		\$ 11,142.76	\$ 11,699.90	\$ 12,284.89	\$ 12,899.14	\$ 13,544.09							
		\$ 5,142.81	\$ 5,399.95	\$ 5,669.95	\$ 5,953.45	\$ 6,251.12							
		\$ 64.29	\$ 67.50	\$ 70.87	\$ 74.42	\$ 78.14							
LAND RESOURCES MANAGER	Range M10	\$ 143,728.04	\$ 150,914.45	\$ 158,460.17	\$ 166,383.18	\$ 174,702.33							
		\$ 11,977.34	\$ 12,576.20	\$ 13,205.01	\$ 13,865.26	\$ 14,558.53							
		\$ 5,528.00	\$ 5,804.40	\$ 6,094.62	\$ 6,399.35	\$ 6,719.32							
		\$ 69.10	\$ 72.56	\$ 76.18	\$ 79.99	\$ 83.99							
	Range M11	\$ 154,530.41	\$ 162,256.93	\$ 170,369.77	\$ 178,888.26	\$ 187,832.68							
		\$ 12,877.53	\$ 13,521.41	\$ 14,197.48	\$ 14,907.36	\$ 15,652.72							
		\$ 5,943.48	\$ 6,240.65	\$ 6,552.68	\$ 6,880.32	\$ 7,224.33							
		\$ 74.29	\$ 78.01	\$ 81.91	\$ 86.00	\$ 90.30							
	Range M12	\$ 166,120.19	\$ 174,426.20	\$ 183,147.51	\$ 192,304.88	\$ 201,920.13							
		\$ 13,843.35	\$ 14,535.52	\$ 15,262.29	\$ 16,025.41	\$ 16,826.68							
		\$ 6,389.24	\$ 6,708.70	\$ 7,044.13	\$ 7,396.34	\$ 7,766.16							
		\$ 79.87	\$ 83.86	\$ 88.05	\$ 92.45	\$ 97.08							
GENERAL MANAGER*	Range M13	\$ 224,638.23	\$ 231,602.02	\$ 243,182.12	\$ 255,341.22	\$ 268,108.29							
		\$ 18,719.85	\$ 19,300.17	\$ 20,265.18	\$ 21,278.44	\$ 22,342.36							
		\$ 9,359.93	\$ 9,827.92	\$ 10,319.32	\$ 10,835.28	\$ 11,377.05							
		\$ 108.00	\$ 113.40	\$ 119.07	\$ 125.02	\$ 131.27							

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

Base Salary Ranges approved in Personnel Manual Review July 2011 with Board Approved COLA Based on CPI -U All West annual