

**Rancho California Water District
At-Will Executive Management Salary Ranges
Fiscal Year 2018 - 2019**

Effective 02/08/18

Title	Hourly		Monthly		Annual	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
General Manager*** Effective 07/01/2018				\$ 22,916.67		\$ 275,000.00
Assistant General Manager - Engineering & Operations	\$ 77.660	\$ 100.960	\$ 13,462.00	\$ 17,500.00	\$ 161,538.00	\$ 210,000.00
Assistant General Manager - Chief Financial Officer/Treasurer						
Chief Engineer	\$ 70.270	\$ 91.350	\$ 12,179.00	\$ 15,833.00	\$ 146,154.00	\$ 190,000.00
Director of Operations & Maintenance	\$ 68.420	\$ 88.940	\$ 11,859.00	\$ 15,417.00	\$ 142,308.00	\$ 185,000.00
Director of Administration	\$ 66.346	\$ 86.538	\$ 11,500.00	\$ 15,000.00	\$ 138,000.00	\$ 180,000.00
Director of Human Resources	\$ 55.470	\$ 72.120	\$ 9,615.00	\$ 12,500.00	\$ 115,385.00	\$ 150,000.00

***Board Approved 02/08/2018

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Notes:

Executive management positions are also eligible to receive a discretionary performance bonus awarded at the end of the Fiscal Year by the General Manager. Bonus amounts may range from 0% to 4% of salary.