

**Rancho California Water District
At-Will Executive Management Salary Ranges
Fiscal Year 2020 - 2021**

Effective 07/01/2020

Title	Hourly		Monthly		Annual	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
General Manager	\$ 136.839	\$ 142.313	\$ 23,722.29	\$ 24,667.50	\$ 284,625.00	\$ 296,010.00
Assistant General Manager - Engineering & Operations	\$ 85.118	\$ 110.654	\$ 14,753.83	\$ 19,179.98	\$ 177,046.01	\$ 230,159.81
Assistant General Manager - Chief Financial Officer/Treasurer						
Director of Administration	\$ 72.634	\$ 94.425	\$ 12,589.94	\$ 16,366.92	\$ 151,079.26	\$ 196,403.04
Director of Human Resources	\$ 60.529	\$ 78.687	\$ 10,491.62	\$ 13,639.10	\$ 125,899.38	\$ 163,669.19

Board Approved 05/14/20

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.