

Rancho California Water District
MPCEA Exempt Salary Ranges
Fiscal Year 2018- 2019

Effective 10/11/18

Title	Grade	Hourly				Monthly				Annual			
		Minimum	Control	Maximum	MOU Article 7 Provision	Minimum	Control	Maximum	MOU Article 7 Provision	Minimum	Control	Maximum	MOU Article 7 Provision
Engineering Manager - CIP & Design	1	\$ 63.661	\$ 76.393	\$ 84.033		\$ 11,034.57	\$ 13,241.45	\$ 14,565.72		\$ 132,414.88	\$ 158,897.44	\$ 174,788.64	
Water Operations Manager													
Water Resources Manager	2	\$ 60.630	\$ 72.756	\$ 80.032		\$ 10,509.20	\$ 12,611.04	\$ 13,872.21		\$ 126,110.40	\$ 151,332.48	\$ 166,466.56	
Field Services Manager	3	\$ 57.743	\$ 69.292	\$ 76.221	\$ 77.364	\$ 10,008.79	\$ 12,010.61	\$ 13,211.64	\$ 13,409.76	\$ 120,105.44	\$ 144,127.36	\$ 158,539.68	\$ 160,917.12
Infrastructure Assets Manager													
Water Reclamation Manager													
Accounting Manager	4	\$ 54.994	\$ 65.993	\$ 72.592	\$ 73.680	\$ 9,532.29	\$ 11,438.79	\$ 12,582.61	\$ 12,771.20	\$ 114,387.52	\$ 137,265.44	\$ 150,991.36	\$ 153,254.40
Construction Contracts Manager													
Finance Manager													
Information Tech./Cust. Svc. Manager													
Operations Project Manager													
Vacant	5	\$ 52.377	\$ 62.852	\$ 69.137	\$ 70.173	\$ 9,078.68	\$ 10,894.35	\$ 11,983.75	\$ 12,163.32	\$ 108,944.16	\$ 130,732.16	\$ 143,804.96	\$ 145,959.84
Vacant	6	\$ 49.881	\$ 59.857	\$ 65.843	\$ 66.829	\$ 8,646.04	\$ 10,375.21	\$ 11,412.79	\$ 11,583.69	\$ 103,752.48	\$ 124,502.56	\$ 136,953.44	\$ 139,004.32
Data Center Operations Supervisor	7	\$ 47.504	\$ 57.005	\$ 62.706	\$ 63.645	\$ 8,234.03	\$ 9,880.87	\$ 10,869.04	\$ 11,031.80	\$ 98,808.32	\$ 118,570.40	\$ 130,428.48	\$ 132,381.60
Principal Engineer													
Senior Water Resource Planner	8	\$ 45.248	\$ 54.297	\$ 59.727	\$ 60.621	\$ 7,842.99	\$ 9,411.48	\$ 10,352.68	\$ 10,507.64	\$ 94,115.84	\$ 112,937.76	\$ 124,232.16	\$ 126,091.68
Accounting Supervisor	9	\$ 43.091	\$ 51.709	\$ 56.880	\$ 57.732	\$ 7,469.11	\$ 8,962.89	\$ 9,859.20	\$ 10,006.88	\$ 89,629.28	\$ 107,554.72	\$ 118,310.40	\$ 120,082.56
Associate Engineer													
Budget/Debt Administrator													
ERP Business Analyst													
GIS Coordinator													
Procurement and Contracts Administrator													
Public Affairs Manager													
Safety/Risk Officer	10	\$ 41.037	\$ 49.244	\$ 54.168	\$ 54.981	\$ 7,113.08	\$ 8,535.63	\$ 9,389.12	\$ 9,530.04	\$ 85,356.96	\$ 102,427.52	\$ 112,669.44	\$ 114,360.48
Financial Analyst													
Operations Analyst													
Senior Human Resources Analyst													
Water Resources Planner													
Water Systems Analyst													
Assistant Engineer	11	\$ 39.083	\$ 46.899	\$ 51.589	\$ 52.363	\$ 6,774.39	\$ 8,129.16	\$ 8,942.09	\$ 9,076.25	\$ 81,292.64	\$ 97,549.92	\$ 107,305.12	\$ 108,915.04
Public Information Officer II	12	\$ 37.224	\$ 44.669	\$ 49.136	\$ 49.872	\$ 6,452.16	\$ 7,742.63	\$ 8,516.91	\$ 8,644.48	\$ 77,425.92	\$ 92,911.52	\$ 102,202.88	\$ 103,733.76
District Secretary	13	\$ 35.451	\$ 42.541	\$ 46.795	\$ 47.496	\$ 6,144.84	\$ 7,373.77	\$ 8,111.13	\$ 8,232.64	\$ 73,738.08	\$ 88,485.28	\$ 97,333.60	\$ 98,791.68
Human Resources Analyst II													

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Vacant	14	\$ 33,765	\$ 40,518	\$ 44,570	\$ 45,238	\$ 5,852.60	\$ 7,023.12	\$ 7,725.47	\$ 7,841.25	\$ 70,231.20	\$ 84,277.44	\$ 92,705.60	\$ 94,095.04
Accountant	15	\$ 32,075	\$ 38,490	\$ 42,339	\$ 42,973	\$ 5,559.67	\$ 6,671.60	\$ 7,338.76	\$ 7,448.65	\$ 66,716.00	\$ 80,059.20	\$ 88,065.12	\$ 89,383.84
Administrative Analyst													
Human Resources Analyst I													
Public Information Officer I													

Note: Minimum to Control Point is a 20% Increase. Control Point to Maximum is a 10% Increase, Plus 3% Which Reflects the "Salary Range Buffer" for Topped Out Employees agreed to in MOU's Section 7.