

**Rancho California Water District
At-Will Executive Management Salary Ranges
Fiscal Year 2017 - 2018**

Effective 07/01/16

| Title | Hourly | | Monthly | | Annual | |
|--------------------------------------|-----------|------------|--------------|--------------|---------------|---------------|
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| General Manager*** | | | | \$ 20,422.48 | | \$ 245,069.76 |
| Assistant General Manager | \$ 77.660 | \$ 100.960 | \$ 13,462.00 | \$ 17,500.00 | \$ 161,538.00 | \$ 210,000.00 |
| Chief Engineer | \$ 70.270 | \$ 91.350 | \$ 12,179.00 | \$ 15,833.00 | \$ 146,154.00 | \$ 190,000.00 |
| Director of Finance/Treasurer | \$ 68.420 | \$ 88.940 | \$ 11,859.00 | \$ 15,417.00 | \$ 142,308.00 | \$ 185,000.00 |
| 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 |
| Human Resources Manager | \$ 55.470 | \$ 72.120 | \$ 9,615.00 | \$ 12,500.00 | \$ 115,385.00 | \$ 150,000.00 |

***Board Approved 7/13/2017

Board Approved 11/12/2015

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.