

**Rancho California Water District
At-Will Executive Management Salary Ranges
Fiscal Year 2021 - 2022**

Effective 07/01/2021

Title	Hourly		Monthly		Annual	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
General Manager				\$ 22,500.00		\$ 270,000.00
Assistant General Manager - Engineering & Operations	\$ 87.246	\$ 113.420	\$ 15,122.64	\$ 19,659.47	\$ 181,471.68	\$ 235,913.60
Assistant General Manager - Chief Financial Officer/Treasurer						
Director of Administration	\$ 74.450	\$ 96.785	\$ 12,904.67	\$ 16,776.07	\$ 154,856.00	\$ 201,312.80
Director of Human Resources	\$ 62.042	\$ 80.655	\$ 10,753.95	\$ 13,980.20	\$ 129,047.36	\$ 167,762.40

Includes 2.5% CPI-U adjustment to all ranges per MOU (March 2021)

Board approved 6/10/21

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.