

## Reclamation District 900 Pay Scale

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
General Manager	\$ 124,760	\$ 128,191	\$ 131,716	\$ 135,338	\$ 139,060	\$ 142,884	\$ 146,814	\$ 150,851	\$ 155,000
Assistant General Manager	\$ 100,491	\$ 103,254	\$ 106,094	\$ 109,012	\$ 112,009	\$ 115,090	\$ 118,255	\$ 121,507	\$ 124,848
Administrative Assistant	\$ 46,797	\$ 48,084	\$ 49,406	\$ 50,765	\$ 52,161	\$ 53,596	\$ 55,070	\$ 56,584	\$ 58,140
Hourly	\$ 22.50	\$ 23.12	\$ 23.75	\$ 24.41	\$ 25.08	\$ 25.77	\$ 26.48	\$ 27.20	\$ 27.95
Field Superintendent	\$ 83,742	\$ 86,045	\$ 88,412	\$ 90,843	\$ 93,341	\$ 95,908	\$ 98,545	\$ 101,255	\$ 104,040
Hourly	\$ 40.26	\$ 41.37	\$ 42.51	\$ 43.67	\$ 44.88	\$ 46.11	\$ 47.38	\$ 48.68	\$ 50.02
Field Foreman	\$ 66,994	\$ 68,836	\$ 70,729	\$ 72,674	\$ 74,673	\$ 76,726	\$ 78,836	\$ 81,004	\$ 83,232
Hourly	\$ 32.21	\$ 33.09	\$ 34.00	\$ 34.94	\$ 35.90	\$ 36.89	\$ 37.90	\$ 38.94	\$ 40.02
Maintenance Worker II	\$ 56,945	\$ 58,511	\$ 60,120	\$ 61,773	\$ 63,472	\$ 65,217	\$ 67,011	\$ 68,854	\$ 70,747
Hourly	\$ 27.38	\$ 28.13	\$ 28.90	\$ 29.70	\$ 30.52	\$ 31.35	\$ 32.22	\$ 33.10	\$ 34.01
Maintenance Worker I	\$ 48,403	\$ 49,734	\$ 51,102	\$ 52,507	\$ 53,951	\$ 55,435	\$ 56,959	\$ 58,526	\$ 60,135
Hourly	\$ 23.27	\$ 23.91	\$ 24.57	\$ 25.24	\$ 25.94	\$ 26.65	\$ 27.38	\$ 28.14	\$ 28.91
Apprentice*	\$ 42,224	\$ 44,304	\$ 46,384						
Hourly	\$ 20.30	\$ 21.30	\$ 22.30						

Note(s):

1. New employees generally begin at step one unless otherwise approved by the General Manager.
2. Pay step 1 to 2 occurs after satisfactory completion of the 6 month probationary period.
3. Advancement to Maintenance Worker II from Maintenance Worker I is after completion of two years with satisfactory annual performance review on last evaluation period.
4. All subsequent steps occur after the completion of every year of full-time service (more than 1000 hours in a fiscal year) and with satisfactory annual performance reviews.
5. All pay grades will be reassessed and adjusted based on Board approval, at a minimum every 5 years based on comparable agencies and total compensation.

\* Each step of the Apprentice occurs after completing Qualified Applicants Certification or Class A Drivers License, one step for each. Apprentice moves to Maintenance Worker I after completion of one year of service with satisfactory annual performance review.

Longevity Multiplier After 15 Years of Service	1.05
Longevity Multiplier After 20 Years of Service	1.10

Effective 1-20-2022