

Chino Basin Water Conservation District

FY 2019-2020 Classifications, Labor Grades, and Hourly/Salary Ranges

FY 2019-2020 CBWCD Non-Exempt (Hourly) Classifications	
Classifications	Labor Grade
Landscape / Maintenance Worker I (1)	101
Landscape / Maintenance Worker II (2)	105
Bookkeeper - Part-time (.5)	107
Conservation Technician I (2)	107
<i>Office Assistant I (vacant)</i>	<i>107</i>
<i>Community Programs Assistant (vacant)</i>	<i>107</i>
Landscape / Maintenance Worker III - Lead (1)	109
Community Programs Coordinator (1)	109
Community Programs Educator (1)	109
<i>Conservation Technician II (vacant)</i>	<i>111</i>
Office Assistant II (1)	111
Board Clerk-Administrative Coordinator (1)	113
Community Programs Specialist (1.5)	114
Conservation Specialist I (1)	114
<i>Conservation Specialist II (vacant)</i>	<i>115</i>

FY 2019-2020 CBWCD Exempt (Annual Salary) Classifications	
Classifications	Labor Grade
Community Programs Manager (1)	207
Conservation Programs Manager (1)	207
Facilities and Operations Manager (1)	207
Deputy Executive Director (1)	215
Executive Director (1)	N/A

Approved by Board on June 10, 2019

Total of 18 full-time equivalent (FTEs) positions. *

2% COLA adjustment effective January 1, 2019

** Range posted for recruitment \$140,000-\$170,000

FY 2019-20 Non-Exempt (Hourly) Ranges			Effective January 1, 2019*
Hourly Labor Grade	Hourly Range		New Max with 2% COLA
	Minimum	Max	
101	\$ 16.00	\$ 19.45	\$ 19.84
105	\$ 19.25	\$ 23.64	\$ 24.11
107	\$ 17.75	\$ 23.47	\$ 23.94
109	\$ 25.00	\$ 30.38	\$ 30.99
111	\$ 22.00	\$ 29.57	\$ 30.16
113	\$ 23.50	\$ 31.67	\$ 32.30
114	\$ 26.44	\$ 35.33	\$ 36.04
115	\$ 28.50	\$ 38.08	\$ 38.84
N/A (Intern)	Minimum Wage	n/a	

NOTE: Labor grade 101-115 annual merit reviews of "successful" will receive 2%, "highly effective" will receive 2.5% on July 1, additional requires ED approval.

FY 2019-20 Exempt (Annual Salary) Ranges			Effective January 1, 2019*
Salary Labor Grade	Salary Range		New Max with 2% COLA
	Minimum	Max	
207	\$ 70,000.00	\$ 90,764.00	\$ 92,579.28
215	\$ 115,000.00	\$ 143,500.00	\$ 146,370.00
N/A (Executive Director**)	\$ 140,000.00	\$ 170,000.00	\$ 170,000.00

NOTE: Labor grades 201-215 annual merit reviews of "successful" will receive 2%, "highly effective" will receive 2.5% on July 1, additional requires ED approval.