

San Bernardino Valley Water Conservation District
Salary Schedule
FY 2025-2026

Salary Range	Annual			Monthly			Biweekly			Hourly			
	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	Minimum	Control Point	Maximum	
3	29,836	35,803	39,383	2,486	2,984	3,282	1,147.54	1,377.04	1,514.75	14.34	17.21	18.93	
4	31,328	37,593	41,353	2,611	3,133	3,446	1,204.91	1,445.89	1,590.48	15.06	18.07	19.88	
5	32,894	39,473	43,420	2,741	3,289	3,618	1,265.16	1,518.19	1,670.01	15.81	18.98	20.88	
6	34,539	41,447	45,591	2,878	3,454	3,799	1,328.42	1,594.10	1,753.51	16.61	19.93	21.92	
7	36,266	43,519	47,871	3,022	3,627	3,989	1,394.84	1,673.80	1,841.18	17.44	20.92	23.01	
8	38,079	45,695	50,264	3,173	3,808	4,189	1,464.58	1,757.49	1,933.24	18.31	21.97	24.17	Environmental/GIS/Biologist Intern
9	39,983	47,980	52,778	3,332	3,998	4,398	1,537.81	1,845.37	2,029.91	19.22	23.07	25.37	Field Operations Intern
10	41,982	50,379	55,416	3,499	4,198	4,618	1,614.70	1,937.64	2,131.40	20.18	24.22	26.64	
11	44,081	52,898	58,187	3,673	4,408	4,849	1,695.43	2,034.52	2,237.97	21.19	25.43	27.97	
12	46,285	55,542	61,097	3,857	4,629	5,091	1,780.20	2,136.25	2,349.87	22.25	26.70	29.37	
13	48,600	58,319	64,151	4,050	4,860	5,346	1,869.21	2,243.06	2,467.36	23.37	28.04	30.84	
14	51,030	61,235	67,359	4,252	5,103	5,613	1,962.68	2,355.21	2,590.73	24.53	29.44	32.38	
15	53,581	64,297	70,727	4,465	5,358	5,894	2,060.81	2,472.97	2,720.27	25.76	30.91	34.00	Admin Assistant
16	56,260	67,512	74,263	4,688	5,626	6,189	2,163.85	2,596.62	2,856.28	27.05	32.46	35.70	
17	59,073	70,888	77,976	4,923	5,907	6,498	2,272.04	2,726.45	2,999.10	28.40	34.08	37.49	
18	62,027	74,432	81,875	5,169	6,203	6,823	2,385.64	2,862.77	3,149.05	29.82	35.78	39.36	Field Operations Specialist I
19	65,128	78,154	85,969	5,427	6,513	7,164	2,504.93	3,005.91	3,306.50	31.31	37.57	41.33	
20	68,384	82,061	90,268	5,699	6,838	7,522	2,630.17	3,156.21	3,471.83	32.88	39.45	43.40	Field Operations Specialist II
21	71,804	86,164	94,781	5,984	7,180	7,898	2,761.68	3,314.02	3,645.42	34.52	41.43	45.57	Administrative Specialist I
22	75,394	90,473	99,520	6,283	7,539	8,293	2,899.77	3,479.72	3,827.69	36.25	43.50	47.85	Assistant Engineer Assistant Biologist
23	79,164	94,996	104,496	6,597	7,916	8,708	3,044.75	3,653.70	4,019.08	38.06	45.67	50.24	Administrative Specialist II
24	83,122	99,746	109,721	6,927	8,312	9,143	3,196.99	3,836.39	4,220.03	39.96	47.95	52.75	Administrative Analyst
25	87,278	104,733	115,207	7,273	8,728	9,601	3,356.84	4,028.21	4,431.03	41.96	50.35	55.39	
26	91,642	109,970	120,967	7,637	9,164	10,081	3,524.68	4,229.62	4,652.58	44.06	52.87	58.16	
27	96,224	115,469	127,015	8,019	9,622	10,585	3,700.92	4,441.10	4,885.21	46.26	55.51	61.07	Senior Administrative Analyst Field Operations Supervisor
28	101,035	121,242	133,366	8,420	10,104	11,114	3,885.96	4,663.16	5,129.47	48.57	58.29	64.12	
29	106,087	127,304	140,035	8,841	10,609	11,670	4,080.26	4,896.31	5,385.94	51.00	61.20	67.32	
30	111,391	133,669	147,036	9,283	11,139	12,253	4,284.27	5,141.13	5,655.24	53.55	64.26	70.69	
31	116,961	140,353	154,388	9,747	11,696	12,866	4,498.49	5,398.19	5,938.00	56.23	67.48	74.23	
32	122,809	147,370	162,108	10,234	12,281	13,509	4,723.41	5,668.10	6,234.90	59.04	70.85	77.94	
33	128,949	154,739	170,213	10,746	12,895	14,184	4,959.58	5,951.50	6,546.65	61.99	74.39	81.83	
34	135,397	162,476	178,724	11,283	13,540	14,894	5,207.56	6,249.07	6,873.98	65.09	78.11	85.92	
35	142,166	170,600	187,660	11,847	14,217	15,638	5,467.94	6,561.53	7,217.68	68.35	82.02	90.22	Senior Engineer
36	149,275	179,130	197,043	12,440	14,927	16,420	5,741.34	6,889.60	7,578.57	71.77	86.12	94.73	
37	156,739	188,086	206,895	13,062	15,674	17,241	6,028.40	7,234.09	7,957.49	75.36	90.43	99.47	
38	164,575	197,491	217,240	13,715	16,458	18,103	6,329.82	7,595.79	8,355.37	79.12	94.95	104.44	
39	172,804	207,365	228,102	14,400	17,280	19,008	6,646.32	7,975.58	8,773.14	83.08	99.69	109.66	
40	181,444	217,733	239,507	15,120	18,144	19,959	6,978.63	8,374.36	9,211.79	87.23	104.68	115.15	Principal Engineer/Project Manager
41	190,517	228,620	251,482	15,876	19,052	20,957	7,327.56	8,793.08	9,672.38	91.59	109.91	120.90	
42	200,042	240,051	264,056	16,670	20,004	22,005	7,693.94	9,232.73	10,156.00	96.17	115.41	126.95	Land Resources Manager
43	210,045	252,054	277,259	17,504	21,004	23,105	8,078.64	9,694.37	10,663.80	100.98	121.18	133.30	
44	220,547	264,656	291,122	18,379	22,055	24,260	8,482.57	10,179.08	11,196.99	106.03	127.24	139.96	
45	231,574	277,889	305,678	19,298	23,157	25,473	8,906.70	10,688.04	11,756.84	111.33	133.60	146.96	
46	243,153	291,783	320,962	20,263	24,315	26,747	9,352.03	11,222.44	12,344.68	116.90	140.28	154.31	
47	255,311	306,373	337,010	21,276	25,531	28,084	9,819.64	11,783.56	12,961.92	122.75	147.29	162.02	
48	268,076	321,691	353,860	22,340	26,808	29,488	10,310.62	12,372.74	13,610.01	128.88	154.66	170.13	
49	281,480	337,776	371,553	23,457	28,148	30,963	10,826.15	12,991.38	14,290.52	135.33	162.39	178.63	General Manager
50	295,554	354,665	390,131	24,629	29,555	32,511	11,367.46	13,640.95	15,005.04	142.09	170.51	187.56	
51	310,332	372,398	409,638	25,861	31,033	34,136	11,935.83	14,322.99	15,755.29	149.20	179.04	196.94	