

MIDDLE RIO GRANDE CONSERVANCY DISTRICT (MRGCD) PAY AND CLASSIFICATION PLAN (Non-Bargaining)

Job Description Title	ANNUAL			HOURLY			
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	
OPERATIONS SERIES							
<u>Executive Management</u>							
CHIEF ENGINEER/CHIEF EXECUTIVE OFFICER (CE/CEO)							
CHIEF FINANCIAL OFFICER (CFO/SECRETARY/TREASURER)							
	CONTRACT	UNCLASSIFIED		UNCLASSIFIED			
DIRECTOR OF TECHNICAL SERVICES	125	\$133,452	\$180,680	\$227,908	\$64.16	\$86.87	\$109.57
DIRECTOR OF LANDS AND CONVERSATION	122	\$112,049	\$151,703	\$191,356	\$53.87	\$72.93	\$92.00
DIRECTOR OF HUMAN RESOURCES	122	\$112,049	\$151,703	\$191,356	\$53.87	\$72.93	\$92.00
DIRECTOR OF COMMUNICATIONS	122	\$112,049	\$151,703	\$191,356	\$53.87	\$72.93	\$92.00
<u>Field Division Management</u>							
IRRIGATION DISTRIBUTION DIVISION MANAGER	119	\$94,079	\$127,372	\$160,666	\$45.23	\$61.24	\$77.24
RIVER OPERATIONS AND TELEMETRY DIVISION MANAGER	119	\$94,079	\$127,372	\$160,666	\$45.23	\$61.24	\$77.24
FIELD DIVISION MANAGER	115	\$74,519	\$100,891	\$127,263	\$35.83	\$48.51	\$61.18
EQUIPMENT REPAIR & TRANSPORTATION DIVISION MANAGER	115	\$74,519	\$100,891	\$127,263	\$35.83	\$48.51	\$61.18
<u>Irrigation Systems Maintenance and Repair</u>							
CONSTRUCTION & MAINTENANCE SUPERVISOR	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
FIELD MAINTENANCE SUPERVISOR	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
FIELD COORDINATOR	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
<u>Equipment Maintenance & Repair</u>							
EQUIPMENT OPERATION & MAINTENANCE SUPERVISOR	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
<u>Irrigation Systems Operations</u>							
ISO SUPERVISOR	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
ADMINISTRATIVE SUPPORT SERIES							
<u>Procurement and Logistics</u>							
CHIEF PROCUREMENT OFFICER	113	\$66,322	\$89,792	\$113,263	\$31.89	\$43.17	\$54.45
PURCHASING AGENT	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
PROPERTY AND ASSET MANAGEMENT SUPERVISOR	108	\$49,559	\$67,098	\$84,637	\$23.83	\$32.26	\$40.69
<u>Safety</u>							
SAFETY PROGRAM MANAGER	111	\$59,026	\$79,915	\$100,804	\$28.38	\$38.42	\$48.46
<u>Administrative/Clerical</u>							
EXECUTIVE ASSISTANT/RECORDS & IPRA SPECIALIST	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
DIVISION CLERK II	103	\$37,033	\$50,139	\$63,245	\$17.80	\$24.11	\$30.41
DIVISION CLERK I	102	\$34,937	\$47,301	\$59,665	\$16.80	\$22.74	\$28.69
RECEPTIONIST	101	\$32,960	\$44,624	\$56,288	\$15.85	\$21.45	\$27.06
<u>Human Resources</u>							
HR GENERALIST II	112	\$62,567	\$84,710	\$106,852	\$30.08	\$40.73	\$51.37
HR GENERALIST I	111	\$59,026	\$79,915	\$100,804	\$28.38	\$38.42	\$48.46
HUMAN RESOURCES COORDINATOR	107	\$46,757	\$63,300	\$79,846	\$22.48	\$30.43	\$38.39
<u>Finance and Accounting</u>							
CONTROLLER	117	\$83,729	\$113,361	\$142,992	\$40.25	\$54.50	\$68.75
BUDGET AND MANAGEMENT ANALYST	115	\$74,519	\$100,891	\$127,263	\$35.83	\$48.51	\$61.18
ACCOUNTANT	114	\$70,301	\$95,180	\$120,059	\$33.80	\$45.76	\$57.72
JR. ACCOUNTANT	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
ACCOUNTS RECEIVABLE/PAYABLE CLERK	107	\$46,754	\$63,300	\$79,846	\$22.48	\$30.43	\$38.39
PAYROLL/ACCOUNTS PAYABLE COORDINATOR	107	\$46,754	\$63,300	\$79,846	\$22.48	\$30.43	\$38.39
ASSESSMENT AND COLLECTIONS LEAD	106	\$44,107	\$59,717	\$75,326	\$21.21	\$28.71	\$36.21
ASSESSMENT AND COLLECTION CLERK II	104	\$39,255	\$53,148	\$67,040	\$18.87	\$25.55	\$32.23
ASSESSMENT AND COLLECTION CLERK I	103	\$37,033	\$50,139	\$63,245	\$17.80	\$24.11	\$30.41

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Job Description Title	ANNUAL			HOURLY			
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	
TECHNICAL SUPPORT SERIES							
<u>Engineering</u>							
ENGINEER II	117	\$83,729	\$113,361	\$142,992	\$40.25	\$54.50	\$68.75
ENGINEER I	114	\$70,301	\$95,180	\$120,059	\$33.80	\$45.76	\$57.72
<u>GIS and Mapping</u>							
GIS AND MAPPING MANAGER	117	\$83,729	\$113,361	\$142,992	\$40.25	\$54.50	\$68.75
SENIOR GIS ANALYST	112	\$62,567	\$84,710	\$106,852	\$30.08	\$40.73	\$51.37
GIS ANALYST	111	\$59,026	\$79,915	\$100,804	\$28.38	\$38.42	\$48.46
GIS TECHNICIAN II/DRONE OPERATOR	110	\$55,685	\$75,391	\$95,098			
GIS/MAPPING TECHNICIAN II	108	\$49,559	\$67,098	\$84,637	\$23.83	\$32.26	\$40.69
GIS/MAPPING TECHNICIAN I	107	\$46,754	\$63,300	\$79,846	\$22.48	\$30.43	\$38.39
<u>Information Technology</u>							
INFORMATION SYSTEMS MANAGER	116	\$78,990	\$106,944	\$134,898	\$37.98	\$51.42	\$64.85
NETWORK TECHNICIAN	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
<u>Conservation, Land, and Water Resource Management</u>							
RIGHT-OF-WAY MANAGER	113	\$66,322	\$89,792	\$113,263	\$31.89	\$43.17	\$54.45
BOSQUE MANAGEMENT COORDINATOR	112	\$62,567	\$84,710	\$106,852	\$30.08	\$40.73	\$51.37
RIGHT-OF-WAY SPECIALIST	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
ON-FARM WATER RESOURCES SPECIALIST	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
BOSQUE TECHNICIAN	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
<u>Hydrology</u>							
HYDROLOGIST II	111	\$59,026	\$79,915	\$100,804	\$28.38	\$38.42	\$48.46
HYDROLOGIST I	110	\$55,685	\$75,391	\$95,098	\$26.77	\$36.25	\$45.72
HYDROLOGY TECHNICIAN II	109	\$52,533	\$71,124	\$89,715	\$25.26	\$34.19	\$43.13
HYDROLOGY TECHNICIAN I	108	\$49,559	\$67,098	\$84,637	\$23.83	\$32.26	\$40.69