Pay scale approved by EMSWCD Board of Directors March 6, 2006

Outreach and Education Series	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	step 9	step 10	step 11
Outreach and Education Trainee*	$12.50	$12.88	$13.26	$13.66	$14.07	$14.49	$14.93	$15.37	$15.83	$16.31	$16.80
Outreach and Education Level 1*	$14.40	$14.83	$15.28	$15.74	$16.21	$16.69	$17.19	$17.71	$18.24	$18.79	$19.35
Outreach and Education Level 2	$36,000	$37,080	$38,192	$39,338	$40,518	$41,734	$42,986	$44,275	$45,604	$46,972	$48,381
E&O Program Coordinator	$45,000	$46,350	$47,741	$49,173	$50,648	$52,167	$53,732	$55,344	$57,005	$58,715	$60,476
E&O Program Supervisor	$49,500	$50,985	$52,515	$54,090	$55,713	$57,384	$59,106	$60,879	$62,705	$64,586	$66,524
Conservation Technical Series											
Conservation Technical Trainee*	$13.50	$13.91	$14.32	$14.75	$15.19	$15.65	$16.12	$16.60	$17.10	$17.61	$18.14
Conservation Technical Level 1*	$15.25	$15.71	$16.18	$16.66	$17.16	$17.68	$18.21	$18.76	$19.32	$19.90	$20.49
Conservation Technical Level 2	$36,000	$37,080	$38,192	$39,338	$40,518	$41,734	$42,986	$44,275	$45,604	$46,972	$48,381
Conservation Technical Level 3	$40,500	$41,715	$42,966	$44,255	$45,583	$46,951	$48,359	$49,810	$51,304	$52,843	$54,429
Conservation Technical Program Coodinator	$48,200	$49,646	$51,135	$52,669	$54,250	$55,877	$57,553	$59,280	$61,058	$62,890	$64,777
Conservation Technical Program Supervisor	$53,000	$54,590	$56,228	$57,915	$59,652	$61,442	$63,285	$65,183	$67,139	$69,153	$71,228
Administration & District Operations Series											
Administrative Level 1*	$12.50	$12.88	$13.26	$13.66	$14.07	$14.49	$14.93	$15.37	$15.83	$16.31	$16.80
Administrative Level 2*	$14.40	$14.83	$15.28	$15.74	$16.21	$16.69	$17.19	$17.71	$18.24	$18.79	$19.35
Contracting, Costshare and Grants Trainee*	$14.40	$14.83	$15.28	$15.74	$16.21	$16.69	$17.19	$17.71	$18.24	$18.79	$19.35
Office Manager	$38,000	$39,140	$40,314	$41,524	$42,769	$44,052	$45,374	$46,735	$48,137	$49,581	$51,069
Contracting, Costshare and Grants level 1*	$18.27	$18.82	$19.38	$19.96	$20.56	$21.18	$21.81	$22.47	$23.14	$23.84	$24.55
Contracting, Costshare and Grants Program Manager	$46,500	$47,895	$49,332	$50,812	$52,336	$53,906	$55,523	$57,189	$58,905	$60,672	$62,492
Contracting, Costshare and Grants Program Supervisor	$51,000	$52,530	$54,106	$55,729	$57,401	$59,123	$60,897	$62,724	$64,605	$66,543	$68,540
District manager	$59,500	$61,285	$63,124	$65,017	$66,968	$68,977	$71,046	$73,177	$75,373	$77,634	$79,963

promotion => move up one level and back two steps - why?
if someone started at a higher level, in two years they should be more expert than someone who came in at a lower level and has just been upgraded to that level
**As these classifications appear to be wage rather than salary, an hourly rate is given to find the equivalent annual rate, multiply by 2080.*

The district has high expectations for performance. All employees are expected to perform at or above the standards identified. In extraordinary circumstances, an employee may be advanced an additional step in recognition of truly outstanding performance. This will be reserved for very unusual circumstances and will not be expected for employees performing within the normal expected range of performance.
Promotion replaces the step progression, it is not in addition to it