

**VFWD PUBLICLY AVAILABLE SALARY SCHEDULE
EXEMPT EMPLOYEES
(Includes a 2% Salary Increase effective July 1, 2020)
FY 2020-2021**

Position Title	Position Code	Step	Hourly	Annual
Director of Administration/Clerk of the Board	103	1	\$ 72.2063	\$ 150,189.12
Director of Engineering	307	1	\$ 90.7174	\$ 188,692.13
		2	\$ 95.2533	\$ 198,126.89
		3	\$ 100.0161	\$ 208,033.49
Director of Environmental Services	609	1	\$ 81.2018	\$ 168,899.73
Director of Field Operations	712	1	\$ 81.2018	\$ 168,899.73
Director of Finance/Treasurer	204	1	\$ 91.5390	\$ 190,401.08
		2	\$ 96.1159	\$ 199,921.13
		3	\$ 100.9217	\$ 209,917.04
Director of Human Resources	130	1	\$ 73.9035	\$ 153,719.26
		2	\$ 77.5985	\$ 161,404.96
		3	\$ 81.4784	\$ 169,475.11
Director of Plant Operations & Maintenance	403	1	\$ 94.2010	\$ 195,938.03
Director of Safety & Risk Management	102	1	\$ 69.2949	\$ 144,133.44
		2	\$ 72.7598	\$ 151,340.30
		3	\$ 76.3977	\$ 158,907.20
District Manager	305	1	\$ 140.7296	\$ 292,717.58
Engineering Supervisor	308	1	\$ 78.9634	\$ 164,243.88
		2	\$ 82.9116	\$ 172,456.17
		3	\$ 87.0572	\$ 181,078.98
Environmental Services Superintendent	620	1	\$ 61.5000	\$ 127,919.96
		2	\$ 64.5750	\$ 134,315.95
		3	\$ 67.8037	\$ 141,031.66
Facilities Maintenance Superintendent	560	1	\$ 72.2063	\$ 150,189.12
Field Operations Superintendent	761	1	\$ 60.4212	\$ 125,676.16
		2	\$ 63.4423	\$ 131,959.91
		3	\$ 66.6144	\$ 138,557.88
Finance Supervisor	205	1	\$ 71.0548	\$ 147,794.05
		2	\$ 74.6076	\$ 155,183.80
		3	\$ 78.3378	\$ 162,942.70

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Position Title	Position Code	Step	Hourly	Annual
Human Resources Analyst	128	1	\$ 44.2659	\$ 92,072.98
		2	\$ 46.4792	\$ 96,676.64
		3	\$ 48.8031	\$ 101,510.50
Operations Superintendent	420	1	\$ 70.5258	\$ 146,693.58
Safety & Risk Management Analyst	129	1	\$ 44.2659	\$ 92,072.98
		2	\$ 46.4792	\$ 96,676.64
		3	\$ 48.8031	\$ 101,510.50