

**Heritage Highlands**  
**2008 Personnel Wage Ranges**

	<b>Type</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Administration</b>				
General Manager	Salaried	88,000	110,000	132,000
Activities Coordinator	Salaried	32,000	40,000	48,000
Controller	Salaried	52,000	65,000	78,000
Maintenance Supervisor	Hourly	36,800	46,000	55,200
Administrative Assistant	Hourly	11.20	14.00	16.80
Member Services/Receptionist	Hourly	8.80	11.00	13.20
Accounting/HR Assistant	Hourly	11.20	14.00	16.80
Landscape Crew Leader	Hourly	15.20	19.00	22.80
Maintenance Engineer	Hourly	11.20	14.00	16.80
Landscape Laborer	Hourly	9.00	11.25	13.50
Custodian	Hourly	9.00	11.25	13.50
<b>Golf Services</b>				
Director of Golf	Salaried	68,000	85,000	102,000
Head Golf Professional	Salaried	40,000	50,000	60,000
Assistant Golf Professional	Salaried	24,000	30,000	36,000
Golf Shop Assistant	Hourly	8.00	10.00	12.00
Outside Services Supervisor	Hourly	12.00	15.00	18.00
Outside Services Assistant	Hourly	8.00	10.00	12.00
Players Assistant	Hourly	7.20	9.00	10.80
<b>Golf Course Maintenance</b>				
Golf Course Superintendent	Salaried	56,000	70,000	84,000
Assistant Superintendent	Salaried	36,000	45,000	54,000
Irrigation Manager	Hourly	11.20	14.00	16.80
Irrigation Technician	Hourly	9.60	12.00	14.40
Chemical Applicator	Hourly	9.60	12.00	14.40
Equipment Manager	Hourly	16.00	20.00	24.00
Mechanic	Hourly	11.20	14.00	16.80
Equipment Operator	Hourly	9.00	11.25	13.50
<b>Food and Beverage</b>				
Manager	Salaried	56,000	70,000	84,000
Chef/Kitchen Manager	Salaried	37,334	46,667	56,000
Assistant Manager	Salaried	28,000	35,000	42,000
Sou Cook	Hourly	11.20	14.00	16.80
Prep/Line Cook	Hourly	10.80	13.50	16.20
Dish Washer	Hourly	6.80	8.50	10.20
Server	Hourly	4.80	6.00	7.20
Bartender	Hourly	7.20	9.00	10.80
Buser	Hourly	6.40	8.00	9.60
Hostess	Hourly	6.40	8.00	9.60
Expiditor	Hourly	7.20	9.00	10.80