

MISSION SPRINGS WATER DISTRICT



Effective July 1, 2021 per Resolution 2021-12
Rescinded and amended per Resolution 2023-15

	Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F	
General Manager	Contract	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$243,000.00	Annual
												20,250.00	Month
												116.83	\$/Hr.
Assistant General Manager (1)	31	\$188,000.55	\$192,700.57	\$197,518.08	\$202,456.03	\$207,517.43	\$212,705.37	\$218,023.00	\$223,473.58	\$229,060.42	\$234,786.93	\$240,656.60	Annual
		15,666.71	16,058.38	16,459.84	16,871.34	17,293.12	17,725.45	18,168.58	18,622.80	19,088.37	19,565.58	20,054.72	Month
		90.38	92.64	94.96	97.33	99.77	102.26	104.82	107.44	110.13	112.88	115.70	\$/Hr.
Director of Engineering & Operations (1) Director of Administrative Services (1)	30	\$178,941.63	\$183,415.17	\$188,000.55	\$192,700.57	\$197,518.08	\$202,456.03	\$207,517.43	\$212,705.37	\$218,023.00	\$223,473.58	\$229,060.42	Annual
		14,911.80	15,284.60	15,666.71	16,058.38	16,459.84	16,871.34	17,293.12	17,725.45	18,168.58	18,622.80	19,088.37	Month
		86.03	88.18	90.38	92.64	94.96	97.33	99.77	102.26	104.82	107.44	110.13	\$/Hr.
	29	\$170,319.22	\$174,577.20	\$178,941.63	\$183,415.17	\$188,000.55	\$192,700.57	\$197,518.08	\$202,456.03	\$207,517.43	\$212,705.37	\$218,023.00	Annual
		14,193.27	14,548.10	14,911.80	15,284.60	15,666.71	16,058.38	16,459.84	16,871.34	17,293.12	17,725.45	18,168.58	Month
		81.88	83.93	86.03	88.18	90.38	92.64	94.96	97.33	99.77	102.26	104.82	\$/Hr.
	28	\$162,112.29	\$166,165.09	\$170,319.22	\$174,577.20	\$178,941.63	\$183,415.17	\$188,000.55	\$192,700.57	\$197,518.08	\$202,456.03	\$207,517.43	Annual
		13,509.36	13,847.09	14,193.27	14,548.10	14,911.80	15,284.60	15,666.71	16,058.38	16,459.84	16,871.34	17,293.12	Month
		77.94	79.89	81.88	83.93	86.03	88.18	90.38	92.64	94.96	97.33	99.77	\$/Hr.
	27	\$154,300.81	\$158,158.33	\$162,112.29	\$166,165.09	\$170,319.22	\$174,577.20	\$178,941.63	\$183,415.17	\$188,000.55	\$192,700.57	\$197,518.08	Annual
		12,858.40	13,179.86	13,509.36	13,847.09	14,193.27	14,548.10	14,911.80	15,284.60	15,666.71	16,058.38	16,459.84	Month
		74.18	76.04	77.94	79.89	81.88	83.93	86.03	88.18	90.38	92.64	94.96	\$/Hr.
	26	\$146,865.73	\$150,537.37	\$154,300.81	\$158,158.33	\$162,112.29	\$166,165.09	\$170,319.22	\$174,577.20	\$178,941.63	\$183,415.17	\$188,000.55	Annual
		12,238.81	12,544.78	12,858.40	13,179.86	13,509.36	13,847.09	14,193.27	14,548.10	14,911.80	15,284.60	15,666.71	Month
		70.61	72.37	74.18	76.04	77.94	79.89	81.88	83.93	86.03	88.18	90.38	\$/Hr.
	25	\$139,788.92	\$143,283.64	\$146,865.73	\$150,537.37	\$154,300.81	\$158,158.33	\$162,112.29	\$166,165.09	\$170,319.22	\$174,577.20	\$178,941.63	Annual
		11,649.08	11,940.30	12,238.81	12,544.78	12,858.40	13,179.86	13,509.36	13,847.09	14,193.27	14,548.10	14,911.80	Month
		67.21	68.89	70.61	72.37	74.18	76.04	77.94	79.89	81.88	83.93	86.03	\$/Hr.
	24	\$133,053.10	\$136,379.43	\$139,788.92	\$143,283.64	\$146,865.73	\$150,537.37	\$154,300.81	\$158,158.33	\$162,112.29	\$166,165.09	\$170,319.22	Annual
		11,087.76	11,364.95	11,649.08	11,940.30	12,238.81	12,544.78	12,858.40	13,179.86	13,509.36	13,847.09	14,193.27	Month
		63.97	65.57	67.21	68.89	70.61	72.37	74.18	76.04	77.94	79.89	81.88	\$/Hr.
	23	\$126,641.86	\$129,807.91	\$133,053.10	\$136,379.43	\$139,788.92	\$143,283.64	\$146,865.73	\$150,537.37	\$154,300.81	\$158,158.33	\$162,112.29	Annual
		10,553.49	10,817.33	11,087.76	11,364.95	11,649.08	11,940.30	12,238.81	12,544.78	12,858.40	13,179.86	13,509.36	Month
		60.89	62.41	63.97	65.57	67.21	68.89	70.61	72.37	74.18	76.04	77.94	\$/Hr.
Innovation & Technology Manager (1) Engineering Manager (1)	22	\$120,539.54	\$123,553.03	\$126,641.86	\$129,807.91	\$133,053.10	\$136,379.43	\$139,788.92	\$143,283.64	\$146,865.73	\$150,537.37	\$154,300.81	Annual
		10,044.96	10,296.09	10,553.49	10,817.33	11,087.76	11,364.95	11,649.08	11,940.30	12,238.81	12,544.78	12,858.40	Month
		57.95	59.40	60.89	62.41	63.97	65.57	67.21	68.89	70.61	72.37	74.18	\$/Hr.
Field Operations Manager (1)	21	\$114,731.27	\$117,599.56	\$120,539.54	\$123,553.03	\$126,641.86	\$129,807.91	\$133,053.10	\$136,379.43	\$139,788.92	\$143,283.64	\$146,865.73	Annual
		9,560.94	9,799.96	10,044.96	10,296.09	10,553.49	10,817.33	11,087.76	11,364.95	11,649.08	11,940.30	12,238.81	Month
		55.16	56.54	57.95	59.40	60.89	62.41	63.97	65.57	67.21	68.89	70.61	\$/Hr.
	20	\$109,202.88	\$111,932.95	\$114,731.27	\$117,599.56	\$120,539.54	\$123,553.03	\$126,641.86	\$129,807.91	\$133,053.10	\$136,379.43	\$139,788.92	Annual
		9,100.24	9,327.75	9,560.94	9,799.96	10,044.96	10,296.09	10,553.49	10,817.33	11,087.76	11,364.95	11,649.08	Month
		52.50	53.81	55.16	56.54	57.95	59.40	60.89	62.41	63.97	65.57	67.21	\$/Hr.
	19	\$103,940.87	\$106,539.39	\$109,202.88	\$111,932.95	\$114,731.27	\$117,599.56	\$120,539.54	\$123,553.03	\$126,641.86	\$129,807.91	\$133,053.10	Annual
		8,661.74	8,878.28	9,100.24	9,327.75	9,560.94	9,799.96	10,044.96	10,296.09	10,553.49	10,817.33	11,087.76	Month
		49.97	51.22	52.50	53.81	55.16	56.54	57.95	59.40	60.89	62.41	63.97	\$/Hr.
Accounting Manager (1) Chief Plant Operator (1)	18	\$98,932.42	\$101,405.73	\$103,940.87	\$106,539.39	\$109,202.88	\$111,932.95	\$114,731.27	\$117,599.56	\$120,539.54	\$123,553.03	\$126,641.86	Annual
		8,244.37	8,450.48	8,661.74	8,878.28	9,100.24	9,327.75	9,560.94	9,799.96	10,044.96	10,296.09	10,553.49	Month
		47.56	48.75	49.97	51.22	52.50	53.81	55.16	56.54	57.95	59.40	60.89	\$/Hr.
Associate Engineer (1) Maintenance Superintendent (1)	17	\$94,165.30	\$96,519.43	\$98,932.42	\$101,405.73	\$103,940.87	\$106,539.39	\$109,202.88	\$111,932.95	\$114,731.27	\$117,599.56	\$120,539.54	Annual
		7,847.11	8,043.29	8,244.37	8,450.48	8,661.74	8,878.28	9,100.24	9,327.75	9,560.94	9,799.96	10,044.96	Month
		45.27	46.40	47.56	48.75	49.97	51.22	52.50	53.81	55.16	56.54	57.95	\$/Hr.
	16	\$89,627.89	\$91,868.59	\$94,165.30	\$96,519.43	\$98,932.42	\$101,405.73	\$103,940.87	\$106,539.39	\$109,202.88	\$111,932.95	\$114,731.27	Annual
		7,468.99	7,655.72	7,847.11	8,043.29	8,244.37	8,450.48	8,661.74	8,878.28	9,100.24	9,327.75	9,560.94	Month
		43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50	53.81	55.16	\$/Hr.
Field Service Supervisor (1)	15	\$85,309.11	\$87,441.84	\$89,627.89	\$91,868.59	\$94,165.30	\$96,519.43	\$98,932.42	\$101,405.73	\$103,940.87	\$106,539.39	\$109,202.88	Annual
		7,109.09	7,286.82	7,468.99	7,655.72	7,847.11	8,043.29	8,244.37	8,450.48	8,661.74	8,878.28	9,100.24	Month
		41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50	\$/Hr.
Customer Service Manager (1), Executive Assistant (1) Programs & Public Affairs Manager (1), HR Manager (1)	14	\$81,198.44	\$83,228.40	\$85,309.11	\$87,441.84	\$89,627.89	\$91,868.59	\$94,165.30	\$96,519.43	\$98,932.42	\$101,405.73	\$103,940.87	Annual
		6,766.54	6,935.70	7,109.09	7,286.82	7,468.99	7,655.72	7,847.11	8,043.29	8,244.37	8,450.48	8,661.74	Month
		39.04	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	\$/Hr.
	13	\$77,285.85	\$79,217.99	\$81,198.44	\$83,228.40	\$85,309.11	\$87,441.84	\$89,627.89	\$91,868.59	\$94,165.30	\$96,519.43	\$98,932.42	Annual
		6,440.49	6,601.50	6,766.54	6,935.70	7,109.09	7,286.82	7,468.99	7,655.72	7,847.11	8,043.29	8,244.37	Month
		37.16	38.09	39.04	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	\$/Hr.
WWTP Lead (1) Water Production Foreperson (1)	12	\$73,561.78	\$75,400.83	\$77,285.85	\$79,217.99	\$81,198.44	\$83,228.40	\$85,309.11	\$87,441.84	\$89,627.89	\$91,868.59	\$94,165.30	Annual
		6,130.15	6,283.40	6,440.49	6,601.50	6,766.54	6,935.70	7,109.09	7,286.82	7,468.99	7,655.72	7,847.11	Month
		35.37	36.25	37.16	38.09	39.04	40.01	41.01	42.04	43.09	44.17	45.27	\$/Hr.
	11	\$70,017.16	\$71,767.59	\$73,561.78	\$75,400.83	\$77,285.85	\$79,217.99	\$81,198.44	\$83,228.40	\$85,309.11	\$87,441.84	\$89,627.89	Annual
		5,834.76	5,980.63	6,130.15	6,283.40	6,440.49	6,601.50	6,766.54	6,935.70	7,109.09	7,286.82	7,468.99	Month
		33.66	34.50	35.37	36.25	37.16	38.09	39.04	40.01	41.01	42.04	43.09	\$/Hr.
Facilities Maintenance Lead (1)	10	\$66,643.34	\$68,309.43	\$70,017.16	\$71,767.59	\$73,561.78	\$75,400.83	\$77,285.85	\$79,217.99	\$81,198.44	\$83,228.40	\$85,309.11	Annual
		5,553.61	5,692.45	5,834.76	5,980.63	6,130.15	6,283.40	6,440.49	6,601.50	6,766.54	6,935.70	7,109.09	Month
		32.04	32.84	33.66	34.50	35.37	36.25						