MISSION SPRINGS WATER DISTRICT

Effective July 1, 2022 per Resolution 2022-13
Rescinded and amended per Resolution 2023-15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	$265,356.00	Annual
												22,113.00	Month
												127.58	$/Hr.
	31	$188,011.20	$192,712.00	$197,537.60	$202,467.20	$207,521.60	$212,700.80	$218,025.60	$223,475.20	$229,070.40	$234,790.40	$240,656.00	Annual
		15,667.60	16,059.33	16,461.47	16,872.27	17,293.47	17,725.07	18,168.80	18,622.93	19,089.20	19,565.87	20,054.67	Month
		90.39	92.65	94.97	97.34	99.77	102.26	104.82	107.44	110.13	112.88	115.70	$/Hr.
	30	$178,963.20	$183,435.20	$188,011.20	$192,712.00	$197,537.60	$202,467.20	$207,521.60	$212,700.80	$218,025.60	$223,475.20	$229,070.40	Annual
		14,913.60	15,286.27	15,667.60	16,059.33	16,461.47	16,872.27	17,293.47	17,725.07	18,168.80	18,622.93	19,089.20	Month
		86.04	88.19	90.39	92.65	94.97	97.34	99.77	102.26	104.82	107.44	110.13	$/Hr.
Assistant General Manager (1)	29	$170,331.20	$174,595.20	$178,963.20	$183,435.20	$188,011.20	$192,712.00	$197,537.60	$202,467.20	$207,521.60	$212,700.80	$218,025.60	Annual
		14,194.27	14,549.60	14,913.60	15,286.27	15,667.60	16,059.33	16,461.47	16,872.27	17,293.47	17,725.07	18,168.80	Month
		81.89	83.94	86.04	88.19	90.39	92.65	94.97	97.34	99.77	102.26	104.82	$/Hr.
	28	$162,115.20	$166,171.20	$170,331.20	$174,595.20	$178,963.20	$183,435.20	$188,011.20	$192,712.00	$197,537.60	$202,467.20	$207,521.60	Annual
		13,509.60	13,847.60	14,194.27	14,549.60	14,913.60	15,286.27	15,667.60	16,059.33	16,461.47	16,872.27	17,293.47	Month
		77.94	79.89	81.89	83.94	86.04	88.19	90.39	92.65	94.97	97.34	99.77	$/Hr.
Director of Finance (1)	27	$154,315.20	$158,163.20	$162,115.20	$166,171.20	$170,331.20	$174,595.20	$178,963.20	$183,435.20	$188,011.20	$192,712.00	$197,537.60	Annual
		12,859.60	13,180.27	13,509.60	13,847.60	14,194.27	14,549.60	14,913.60	15,286.27	15,667.60	16,059.33	16,461.47	Month
		74.19	76.04	77.94	79.89	81.89	83.94	86.04	88.19	90.39	92.65	94.97	$/Hr.
Director of Operations (1)	26	$146,868.80	$150,550.40	$154,315.20	$158,163.20	$162,115.20	$166,171.20	$170,331.20	$174,595.20	$178,963.20	$183,435.20	$188,011.20	Annual
		12,239.07	12,545.87	12,859.60	13,180.27	13,509.60	13,847.60	14,194.27	14,549.60	14,913.60	15,286.27	15,667.60	Month
		70.61	72.38	74.19	76.04	77.94	79.89	81.89	83.94	86.04	88.19	90.39	$/Hr.
	25	$139,796.80	$143,291.20	$146,868.80	$150,550.40	$154,315.20	$158,163.20	$162,115.20	$166,171.20	$170,331.20	$174,595.20	$178,963.20	Annual
		11,649.73	11,940.93	12,239.07	12,545.87	12,859.60	13,180.27	13,509.60	13,847.60	14,194.27	14,549.60	14,913.60	Month
		67.21	68.89	70.61	72.38	74.19	76.04	77.94	79.89	81.89	83.94	86.04	$/Hr.
Engineering Manager (1)	24	$133,057.60	$136,385.60	$139,796.80	$143,291.20	$146,868.80	$150,550.40	$154,315.20	$158,163.20	$162,115.20	$166,171.20	$170,331.20	Annual
		11,088.13	11,365.47	11,649.73	11,940.93	12,239.07	12,545.87	12,859.60	13,180.27	13,509.60	13,847.60	14,194.27	Month
		63.97	65.57	67.21	68.89	70.61	72.38	74.19	76.04	77.94	79.89	81.89	$/Hr.
	23	$126,651.20	$129,812.80	$133,057.60	$136,385.60	$139,796.80	$143,291.20	$146,868.80	$150,550.40	$154,315.20	$158,163.20	$162,115.20	Annual
		10,554.27	10,817.73	11,088.13	11,365.47	11,649.73	11,940.93	12,239.07	12,545.87	12,859.60	13,180.27	13,509.60	Month
		60.89	62.41	63.97	65.57	67.21	68.89	70.61	72.38	74.19	76.04	77.94	$/Hr.
Government & Public Affairs Manager (1) Human Resources Manager (1) Innovation & Technology Manager (1)	22	$120,536.00	$123,552.00	$126,651.20	$129,812.80	$133,057.60	$136,385.60	$139,796.80	$143,291.20	$146,868.80	$150,550.40	$154,315.20	Annual
		10,044.67	10,296.00	10,554.27	10,817.73	11,088.13	11,365.47	11,649.73	11,940.93	12,239.07	12,545.87	12,859.60	Month
		57.95	59.40	60.89	62.41	63.97	65.57	67.21	68.89	70.61	72.38	74.19	$/Hr.
	21	$114,732.80	$117,603.20	$120,536.00	$123,552.00	$126,651.20	$129,812.80	$133,057.60	$136,385.60	$139,796.80	$143,291.20	$146,868.80	Annual
		9,561.07	9,800.27	10,044.67	10,296.00	10,554.27	10,817.73	11,088.13	11,365.47	11,649.73	11,940.93	12,239.07	Month
		55.16	56.54	57.95	59.40	60.89	62.41	63.97	65.57	67.21	68.89	70.61	$/Hr.
Accounting Manager (1)	20	$109,200.00	$111,924.80	$114,732.80	$117,603.20	$120,536.00	$123,552.00	$126,651.20	$129,812.80	$133,057.60	$136,385.60	$139,796.80	Annual
		9,100.00	9,327.07	9,561.07	9,800.27	10,044.67	10,296.00	10,554.27	10,817.73	11,088.13	11,365.47	11,649.73	Month
		52.50	53.81	55.16	56.54	57.95	59.40	60.89	62.41	63.97	65.57	67.21	$/Hr.
Chief Plant Operator (1) Field Operations Superintendent (1)	19	$103,937.60	$106,537.60	$109,200.00	$111,924.80	$114,732.80	$117,603.20	$120,536.00	$123,552.00	$126,651.20	$129,812.80	$133,057.60	Annual
		8,661.47	8,878.13	9,100.00	9,327.07	9,561.07	9,800.27	10,044.67	10,296.00	10,554.27	10,817.73	11,088.13	Month
		49.97	51.22	52.50	53.81	55.16	56.54	57.95	59.40	60.89	62.41	63.97	$/Hr.
Associate Engineer (1)	18	$ 98,924.80	$101,400.00	$103,937.60	$106,537.60	$109,200.00	$111,924.80	$114,732.80	$117,603.20	$120,536.00	$123,552.00	$126,651.20	Annual
		8,243.73	8,450.00	8,661.47	8,878.13	9,100.00	9,327.07	9,561.07	9,800.27	10,044.67	10,296.00	10,554.27	Month
		47.56	48.75	49.97	51.22	52.50	53.81	55.16	56.54	57.95	59.40	60.89	$/Hr.
Customer Service Manager (1) Regulatory Compliance & Safety Officer (1)	17	$ 94,161.60	$ 96,512.00	$ 98,924.80	$101,400.00	$103,937.60	$106,537.60	$109,200.00	$111,924.80	$114,732.80	$117,603.20	$120,536.00	Annual
		7,846.80	8,042.67	8,243.73	8,450.00	8,661.47	8,878.13	9,100.00	9,327.07	9,561.07	9,800.27	10,044.67	Month
		45.27	46.40	47.56	48.75	49.97	51.22	52.50	53.81	55.16	56.54	57.95	$/Hr.
Field Services Supervisor (1) Water Production Supervisor (1)	16	$ 89,627.20	$ 91,873.60	$ 94,161.60	$ 96,512.00	$ 98,924.80	$101,400.00	$103,937.60	$106,537.60	$109,200.00	$111,924.80	$114,732.80	Annual
		7,468.93	7,656.13	7,846.80	8,042.67	8,243.73	8,450.00	8,661.47	8,878.13	9,100.00	9,327.07	9,561.07	Month
		43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50	53.81	55.16	$/Hr.
Executive Assistant (1) Lead WWTPO (1)	15	$ 85,300.80	$ 87,443.20	$ 89,627.20	$ 91,873.60	$ 94,161.60	$ 96,512.00	$ 98,924.80	$101,400.00	$103,937.60	$106,537.60	$109,200.00	Annual
		7,108.40	7,286.93	7,468.93	7,656.13	7,846.80	8,042.67	8,243.73	8,450.00	8,661.47	8,878.13	9,100.00	Month
		41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50	$/Hr.
GIS Specialist	14	$ 81,182.40	$ 83,220.80	$ 85,300.80	$ 87,443.20	$ 89,627.20	$ 91,873.60	$ 94,161.60	$ 96,512.00	$ 98,924.80	$101,400.00	$103,937.60	Annual
		6,765.20	6,935.07	7,108.40	7,286.93	7,468.93	7,656.13	7,846.80	8,042.67	8,243.73	8,450.00	8,661.47	Month
		39.03	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	$/Hr.
	13	$ 77,272.00	$ 79,206.40	$ 81,182.40	$ 83,220.80	$ 85,300.80	$ 87,443.20	$ 89,627.20	$ 91,873.60	$ 94,161.60	$ 96,512.00	$ 98,924.80	Annual
		6,439.33	6,600.53	6,765.20	6,935.07	7,108.40	7,286.93	7,468.93	7,656.13	7,846.80	8,042.67	8,243.73	Month
		37.15	38.08	39.03	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	$/Hr.
Accountant (1) Lead Facilities Maintenance Worker (1) Lead Field Operations Technician (2)	12	$ 73,548.80	$ 75,379.20	$ 77,272.00	$ 79,206.40	$ 81,182.40	$ 83,220.80	$ 85,300.80	$ 87,443.20	$ 89,627.20	$ 91,873.60	$ 94,161.60	Annual
		6,129.07	6,281.60	6,439.33	6,600.53	6,765.20	6,935.07	7,108.40	7,286.93	7,468.93	7,656.13	7,846.80	Month
		35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04	43.09	44.17	45.27	$/Hr.
Lead Collections System Operator (1) WWTPO II	11	$ 70,012.80	$ 71,760.00	$ 73,548.80	$ 75,379.20	$ 77,272.00	$ 79,206.40	$ 81,182.40	$ 83,220.80	$ 85,300.80	$ 87,443.20	$ 89,627.20	Annual
		5,834.40	5,980.00	6,129.07	6,281.60	6,439.33	6,600.53	6,765.20	6,935.07	7,108.40	7,286.93	7,468.93	Month
		33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04	43.09	$/Hr.
Engineering Technician II (2) Water Production Operator II	10	$ 66,643.20	$ 68,307.20	$ 70,012.80	$ 71,760.00	$ 73,548.80	$ 75,379.20	$ 77,272.00	$ 79,206.40	$ 81,182.40	$ 83,220.80	$ 85,300.80	Annual
		5,553.60	5,692.27	5,834.40	5,980.00	6,129.07	6,281.60	6,439.33	6,600.53	6,765.20	6,935.07	7,108.40	Month
		32.04	32.84	33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	$/Hr.
Administrative Assistant (2); WWTPO I Collections System Operator II (1) Field Operations Technician II	9	$ 63,440.00	$ 65,020.80	$ 66,643.20	$ 68,307.20	$ 70,012.80	$ 71,760.00	$ 73,548.80	$ 75,379.20	$ 77,272.00	$ 79,206.40	$ 81,182.40	Annual
		5,286.67	5,418.40	5,553.60	5,692.27	5,834.40	5,980.00	6,129.07	6,281.60	6,439.33	6,600.53	6,765.20	Month
		30.50	31.26	32.04	32.84	33.66	34.50	35.36	36.24	37.15	38.08	39.03	$/Hr.
Accounting Technician (1); Engineering Technician I Sr. Customer Service Rep (1); Water Production Op I Field Services Rep. II/Backflow Specialist	8	$ 60,382.40	$ 61,900.80	$ 63,440.00	$ 65,020.80	$ 66,643.20	$ 68,307.20	$ 70,012.80	$ 71,760.00	$ 73,548.80	$ 75,379.20	$ 77,272.00	Annual
		5,031.87	5,158.40	5,286.67	5,418.40	5,553.60	5,692.27	5,834.40	5,980.00	6,129.07	6,281.60	6,439.33	Month
		29.03	29.76	30.50	31.26	32.04	32.84	33.66	34.50	35.36	36.24	37.15	$/Hr.
Field Operations Technician I Field Service Rep. II; Collections System Op. I Purchasing and Warehouse Specialist (1)	7	$ 57,470.40	$ 58,905.60	$ 60,382.40	$ 61,900.80	$ 63,440.00	$ 65,020.80	$ 66,643.20	$ 68,307.20	$ 70,012.80	$ 71,760.00	$ 73,548.80	Annual
		4,789.20	4,908.80	5,031.87	5,158.40	5,286.67	5,418.40	5,553.60	5,692.27	5,834.40	5,980.00	6,129.07	Month
		27.63	28.32	29.03	29.76	30.50	31.26	32.04	32.84	33.66	34.50	35.36	$/Hr.
	6	$ 54,704.00	$ 56,076.80	$ 57,470.40	$ 58,905.60	$ 60,382.40	$ 61,900.80	$ 63,440.00	65,020.80	$ 66,643.20	$ 68,307.20	$ 70,012.80	Annual
		4,558.67	4,673.07	4,789.20	4,908.80	5,031.87	5,158.40	5,286.67	5,418.40	5,553.60	5,692.27	5,834.40	Month
		26.30	26.96	27.63	28.32	29.03	29.76	30.50	31.26	32.04	32.84	33.66	$/Hr.
Field Service Rep. I Customer Service Rep II	5	$ 52,062.40	53,372.80	$ 54,704.00	$ 56,076.80	$ 57,470.40	$ 58,905.60	$ 60,382.40	$ 61,900.80	$ 63,440.00	$ 65,020.80	$ 66,643.20	Annual
		4,338.53	4,447.73	4,558.67	4,673.07	4,789.20	4,908.80	5,031.87	5,158.40	5,286.67	5,418.40	5,553.60	Month
		25.03	25.66	26.30	26.96	27.63	28.32	29.03	29.76	30.50	31.26	32.04	$/Hr.
Office Specialist II	4	$ 49,545.60	$ 50,793.60	$ 52,062.40	$ 53,372.80	$ 54,704.00	$ 56,076.80	$ 57,470.40	$ 58,905.60	$ 60,382.40	$ 61,900.80	$ 63,440.00	Annual
		4,128.80	4,232.80	4,338.53	4,447.73	4,558.67	4,673.07	4,789.20	4,908.80	5,031.87	5,158.40	5,286.67	Month
		23.82	24.42	25.03	25.66	26.30	26.96	27.63	28.32	29.03	29.76	30.50	$/Hr.
Customer Service Rep. I W.W. Operator Trainee	3	$ 47,153.60	$ 48,339.20	$ 49,545.60	$ 50,793.60	$ 52,062.40	$ 53,372.80	$ 54,704.00	$ 56,076.80	$ 57,470.40	$ 58,905.60	$ 60,382.40	Annual
		3,929.47	4,028.27	4,128.80	4,232.80	4,338.53	4,447.73	4,558.67	4,673.07	4,789.20	4,908.80	5,031.87	Month
		22.67	23.24	23.82	24.42	25.03	25.66	26.30	26.96	27.63	28.32	29.03	$/Hr.
Office Specialist I	2	$ 44,886.40	$ 46,009.60	$ 47,153.60	$ 48,339.20	$ 49,545.60	$ 50,793.60	$ 52,062.40	$ 53,372.80	$ 54,704.00	$ 56,076.80	$ 57,470.40	Annual
		3,740.53	3,834.13	3,929.47	4,028.27	4,128.80	4,232.80	4,338.53	4,447.73	4,558.67	4,673.07	4,789.20	Month
		21.58	22.12	22.67	23.24	23.82	24.42	25.03	25.66	26.30	26.96	27.63	$/Hr.
	1	$ 42,723.20	$ 43,784.00	$ 44,886.40	$ 46,009.60	$ 47,153.60	$ 48,339.20	$ 49,545.60	$ 50,793.60	$ 52,062.40	$ 53,372.80	$ 54,704.00	Annual
		3,560.27	3,648.67	3,740.53	3,834.13	3,929.47	4,028.27	4,128.80	4,232.80	4,338.53	4,447.73	4,558.67	Month
		20.54	21.05	21.58	22.12	22.67	23.24	23.82	24.42	25.03	25.66	26.30	$/Hr.

*Effective date August 15, 2022.