FY 2025

Effective September 16, 2024 Adopted by the Board on: Resolution #2024-27

MISSION SPRINGS WATER DISTRICT



Resolution #2024-27										Value is our Mission		
	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	\$227,489.60 \$18,957.47 \$109.37	\$233,168.00 \$19,430.67 \$112.10	\$238,992.00 \$19,916.00 \$114.90	\$244,961.60 \$20,413.47 \$117.77	\$251,076.80 \$20,923.07 \$120.71	\$257,358.40 \$21,446.53 \$123.73	\$263,785.60 \$21,982.13 \$126.82	\$270,379.20 \$22,531.60 \$129.99	\$277,139.20 \$23,094.93 \$133.24	\$284,065.60 \$23,672.13 \$136.57	\$291,158.40 Annu \$24,263.20 Mon \$139.98 \$/H
	30	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$18,906.50 \$109.08	\$232,544.54 \$19,378.71 \$111.80	\$238,363.60 \$19,863.63 \$114.60	\$244,313.43 \$20,359.45 \$117.46	\$250,415.82 Annu \$20,867.98 Mon \$120.39 \$/H
Assistant General Manager (1)	29	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$18,906.50 \$109.08	\$232,544.54 \$19,378.71 \$111.80	\$238,363.60 Annu \$19,863.63 Mon \$114.60 \$/H
	28	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 Annu \$18,906.50 Mon \$109.08 \$/H
Director of Finance (1)	27	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 Annu \$17,994.78 Mon \$103.82 \$/H
Director of Operations (1)	26	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 Ann \$17,126.64 Mor \$98.81 \$/H
	25	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 Ann \$16,302.09 Mor \$94.05 \$/H
Engineering Manager (1)	24	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 Annu \$15,515.68 Mon \$89.51 \$/H
	23	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 Ann \$14,769.23 Mor \$85.21 \$/H
Human Resources Manager (1) Innovation & Technology Manager (1)	22	\$131,767.98 \$10,980.66 \$63.35 \$125,425.85	\$135,058.91 \$11,254.91 \$64.93 \$128,564.22	\$138,437.01 \$11,536.42 \$66.56 \$131,767.98	\$141,902.30 \$11,825.19 \$68.22 \$135,058.91	\$145,454.76 \$12,121.23 \$69.93 \$138,437.01	\$149,094.40 \$12,424.53 \$71.68 \$141,902.30	\$152,821.21 \$12,735.10 \$73.47 \$145,454.76	\$156,635.20 \$13,052.93 \$75.31 \$149,094.40	\$160,558.17 \$13,379.85 \$77.19 \$152,821.21	\$164,568.31 \$13,714.03 \$79.12 \$156,635.20	\$168,687.42 Ann \$14,057.28 Mor \$81.10 \$/H \$160,558.17 Ann
Accounting Manager (1)	21	\$123,423.03 \$10,452.15 \$60.30 \$119,388.85	\$120,304.22 \$10,713.69 \$61.81 \$122,374.66	\$10,980.66 \$63.35	\$133,030.31 \$11,254.91 \$64.93 \$128,564.22	\$130,437.01 \$11,536.42 \$66.56 \$131,767.98	\$11,825.19 \$68.22 \$135,058.91	\$12,121.23 \$69.93 \$138,437.01	\$12,424.53 \$71.68 \$141,902.30	\$12,735.10 \$73.47 \$145,454.76	\$13,052.93 \$75.31 \$149.094.40	\$13,379.85 Mon \$77.19 \$/H \$152,821.21 Annu
Chief Plant Operator (1)	19	\$9,949.07 \$57.40 \$113,635.17	\$10,197.89 \$58.83 \$116,468.42	\$10,452.15 \$60.30 \$119,388.85	\$10,713.69 \$61.81 \$122,374.66	\$10,980.66 \$63.35 \$125,425.85	\$11,254.91 \$64.93 \$128,564.22	\$11,536.42 \$66.56 \$131,767.98	\$11,825.19 \$68.22 \$135,058.91	\$12,121.23 \$69.93 \$138,437.01	\$12,424.53 \$71.68 \$141,902.30	\$12,735.10 Mon \$73.47 \$/H \$145,454.76 Annu
Field Operations Superintendent (1) Associate Engineer (1)	18	\$9,469.60 \$54.63 \$108,164.81	\$9,705.70 \$55.99 \$110,867.30	\$9,949.07 \$57.40 \$113,635.17	\$10,197.89 \$58.83 \$116,468.42	\$10,452.15 \$60.30 \$119,388.85	\$10,713.69 \$61.81 \$122,374.66	\$10,980.66 \$63.35 \$125,425.85	\$11,254.91 \$64.93 \$128,564.22	\$11,536.42 \$66.56 \$131,767.98	\$11,825.19 \$68.22 \$135,058.91	\$12,121.23 Mon \$69.93 \$/H \$138,437.01 Annu
Customer Service Manager (1)	17	\$9,013.73 \$52.00 \$102,955.99	\$9,238.94 \$53.30 \$105,527.71	\$9,469.60 \$54.63 \$108,164.81	\$9,705.70 \$55.99 \$110,867.30	\$9,949.07 \$57.40 \$113,635.17	\$10,197.89 \$58.83 \$116,468.42	\$10,452.15 \$60.30 \$119,388.85	\$10,713.69 \$61.81 \$122,374.66	\$10,980.66 \$63.35 \$125,425.85	\$11,254.91 \$64.93 \$128,564.22	\$11,536.42 Mor \$66.56 \$/H \$131,767.98 Ann
Sr. Lead WWTPO Water Production Supervisor (1)	16	\$8,579.67 \$49.50 \$98,008.70	\$8,793.98 \$50.73 \$100,449.65	\$9,013.73 \$52.00 \$102,955.99	\$9,238.94 \$53.30 \$105,527.71	\$9,469.60 \$54.63 \$108,164.81	\$9,705.70 \$55.99 \$110,867.30	\$9,949.07 \$57.40 \$113,635.17	\$10,197.89 \$58.83 \$116,468.42	\$10,452.15 \$60.30 \$119,388.85	\$10,713.69 \$61.81 \$122,374.66	\$10,980.66 Mor \$63.35 \$/H \$125,425.85 Ann
Programs and Public Affairs Specialist (1)	15	\$8,167.39 \$47.12 \$93,279.35	\$8,370.80 \$48.29 \$95,611.33	\$8,579.67 \$49.50 \$98,008.70	\$8,793.98 \$50.73 \$100,449.65	\$9,013.73 \$52.00 \$102,955.99	\$9,238.94 \$53.30 \$105,527.71	\$9,469.60 \$54.63 \$108,164.81	\$9,705.70 \$55.99 \$110,867.30	\$9,949.07 \$57.40 \$113,635.17	\$10,197.89 \$58.83 \$116,468.42	\$10,452.15 Mor \$60.30 \$/H \$119,388.85 Ann
Executive Assistant (1) Lead WWTPO (1) GIS Specialist (1)	14	\$7,773.28 \$44.85 \$88,789.73	\$7,967.61 \$45.97 \$91,012.75	\$8,167.39 \$47.12 \$93,279.35	\$8,370.80 \$48.29 \$95,611.33	\$8,579.67 \$49.50 \$98,008.70	\$8,793.98 \$50.73 \$100,449.65	\$9,013.73 \$52.00 \$102,955.99	\$9,238.94 \$53.30 \$105,527.71	\$9,469.60 \$54.63 \$108,164.81	\$9,705.70 \$55.99 \$110,867.30	\$9,949.07 Mon \$57.40 \$/H \$113,635.17 Annu
WWTPO III (1)	13	\$7,399.14 \$42.69 \$84,518.06 \$7,043.17	\$7,584.40 \$43.76 \$86,632.10 \$7,219.34	\$7,773.28 \$44.85 \$88,789.73 \$7,399.14	\$7,967.61 \$45.97 \$91,012.75 \$7,584.40	\$8,167.39 \$47.12 \$93,279.35 \$7,773.28	\$8,370.80 \$48.29 \$95,611.33 \$7,967.61	\$8,579.67 \$49.50 \$98,008.70 \$8,167.39	\$8,793.98 \$50.73 \$100,449.65 \$8,370.80	\$9,013.73 \$52.00 \$102,955.99 \$8,579.67	\$9,238.94 \$53.30 \$105,527.71 \$8,793.98	\$9,469.60 Mor \$54.63 \$/H \$108,164.81 Ann \$9,013.73 Mor
Business Analyst (1); Contracts Analyst (1) Accountant (1); Lead Facilities Maintenance Worker (1)	12	\$40.63 \$80,442.54 \$6,703.54	\$41.65 \$82,447.61 \$6,870.63	\$42.69 \$84,518.06 \$7,043.17	\$43.76 \$86,632.10 \$7,219.34	\$44.85 \$88,789.73 \$7,399.14	\$45.97 \$91,012.75 \$7,584.40	\$47.12 \$93,279.35 \$7,773.28	\$48.29 \$95,611.33 \$7,967.61	\$49.50 \$98,008.70 \$8,167.39	\$50.73 \$100,449.65 \$8,370.80	\$52.00 \$/H \$102,955.99 Annu \$8,579.67 Mon
Lead Field Operations Technician (2) Lead Collections System Operator (1) WWTPO II (2)	11	\$38.67 \$76,563.17 \$6,380.26	\$39.64 \$78,481.06 \$6,540.09	\$40.63 \$80,442.54 \$6,703.54	\$41.65 \$82,447.61 \$6,870.63	\$42.69 \$84,518.06 \$7,043.17	\$43.76 \$86,632.10 \$7,219.34	\$44.85 \$88,789.73 \$7,399.14	\$45.97 \$91,012.75 \$7,584.40	\$47.12 \$93,279.35 \$7,773.28	\$48.29 \$95,611.33 \$7,967.61	\$49.50 \$/H \$98,008.70 Ann \$8,167.39 Mor
Lead Field Services Rep. (1) Engineering Technician II (2) Water Production Operator II (1)	10	\$36.81 \$72,858.14 \$6,071.51	\$37.73 \$74,688.86 \$6,224.07	\$38.67 \$76,563.17 \$6,380.26	\$39.64 \$78,481.06 \$6,540.09	\$40.63 \$80,442.54 \$6,703.54	\$41.65 \$82,447.61 \$6,870.63	\$42.69 \$84,518.06 \$7,043.17	\$43.76 \$86,632.10 \$7,219.34	\$44.85 \$88,789.73 \$7,399.14	\$45.97 \$91,012.75 \$7,584.40	\$47.12 \$/H \$93,279.35 Ann \$7,773.28 Mor
Administrative Assistant II; WWTPO I (2) Collections System Operator II (1)	9	\$35.03 \$69,327.48 \$5,777.29	\$35.91 \$71,071.02 \$5,922.58	\$36.81 \$72,858.14 \$6,071.51	\$37.73 \$74,688.86 \$6,224.07	\$38.67 \$76,563.17 \$6,380.26	\$39.64 \$78,481.06 \$6,540.09	\$40.63 \$80,442.54 \$6,703.54	\$41.65 \$82,447.61 \$6,870.63	\$42.69 \$84,518.06 \$7,043.17	\$43.76 \$86,632.10 \$7,219.34	\$44.85 \$/H \$88,789.73 Ann \$7,399.14 Mor
Field Operations Technician II (3) Accounting Technician (2); Engineering Technician I Sr. Customer Service Rep (1); Water Production Op I (2)	8	\$33.33 \$65,971.16 \$5,497.60	\$34.17 \$67,627.53 \$5,635.63	\$35.03 \$69,327.48 \$5,777.29	\$35.91 \$71,071.02 \$5,922.58	\$36.81 \$72,858.14 \$6,071.51	\$37.73 \$74,688.86 \$6,224.07	\$38.67 \$76,563.17 \$6,380.26	\$39.64 \$78,481.06 \$6,540.09	\$40.63 \$80,442.54 \$6,703.54	\$41.65 \$82,447.61 \$6,870.63	\$42.69 \$/H \$84,518.06 Annu \$7,043.17 Mon
Field Services Rep. II/Backflow Specialist (1) Field Operations Technician I (4); Field Service Rep. II (1) Collections System Operator I; Admin. Assistant I (1)	7	\$31.72 \$62,789.21 \$5,232.43	\$32.51 \$64,358.39 \$5,363.20	\$33.33 \$65,971.16 \$5,497.60	\$34.17 \$67,627.53 \$5,635.63	\$35.03 \$69,327.48 \$5,777.29	\$35.91 \$71,071.02 \$5,922.58	\$36.81 \$72,858.14 \$6,071.51	\$37.73 \$74,688.86 \$6,224.07	\$38.67 \$76,563.17 \$6,380.26	\$39.64 \$78,481.06 \$6,540.09	\$40.63 \$/H \$80,442.54 Annu \$6,703.54 Mon
Purchasing and Warehouse Specialist (1) N.W. Operator Trainee	6	\$30.19 \$59,759.81 \$4,979.98 \$28.73	\$30.94 \$61,263.61 \$5,105.30 \$29.45	\$31.72 \$62,789.21 \$5,232.43 \$30.19	\$32.51 \$64,358.39 \$5,363.20 \$30.94	\$33.33 \$65,971.16 \$5,497.60 \$31.72	\$34.17 \$67,627.53 \$5,635.63 \$32.51	\$35.03 \$69,327.48 \$5,777.29 \$33.33	\$35.91 \$71,071.02 \$5,922.58 \$34.17	\$36.81 \$72,858.14 \$6,071.51 \$35.03	\$37.73 \$74,688.86 \$6,224.07 \$35.91	\$38.67 \$/H \$76,563.17 Ann \$6,380.26 Mor \$36.81 \$/H
Field Service Rep. I (1) Customer Service Rep II (2)	5	\$28.73 \$56,882.97 \$4,740.25 \$27.35	\$29.45 \$58,299.59 \$4,858.30 \$28.03	\$30.19 \$59,759.81 \$4,979.98 \$28.73	\$30.94 \$61,263.61 \$5,105.30 \$29.45	\$31.72 \$62,789.21 \$5,232.43 \$30.19	\$32.51 \$64,358.39 \$5,363.20 \$30.94	\$33.33 \$65,971.16 \$5,497.60 \$31.72	\$34.17 \$67,627.53 \$5,635.63 \$32.51	\$35.03 \$69,327.48 \$5,777.29 \$33.33	\$35.91 \$71,071.02 \$5,922.58 \$34.17	\$36.81 \$/H \$72,858.14 Ann \$6,071.51 Mor \$35.03 \$/H
Office Specialist II (1)	4	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 Ann \$5,777.29 Mor \$33.33 \$/H
Customer Service Rep. I	3	\$51,521.58 \$4,293.47 \$24.77	\$52,807.44 \$4,400.62 \$25.39	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 Ann \$5,497.60 Mor \$31.72 \$/H
Office Specialist I	2	\$49,037.04 \$4,086.42 \$23.58	\$50,257.52 \$4,188.13 \$24.16	\$51,521.58 \$4,293.47 \$24.77	\$52,807.44 \$4,400.62 \$25.39	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 Ann \$5,232.43 Mor \$30.19 \$/H
	1	\$46,661.47 \$3,888.46 \$22.43	\$47,838.36 \$3,986.53 \$23.00	\$49,037.04 \$4,086.42 \$23.58	\$50,257.52 \$4,188.13 \$24.16	\$51,521.58 \$4,293.47 \$24.77	\$52,807.44 \$4,400.62 \$25.39	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 Annu \$4,979.98 Mon \$28.73 \$/H