

## MISSION SPRINGS WATER DISTRICT



Effective July 1, 2024  
Adopted by the Board as of June \_\_\_\_\_, 2024  
Resolution #2024-14

	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 24,263.20 139.98	Annual Month \$/Hr.
	31	\$196,144.00 \$16,345.33 \$98.81	\$210,662.40 \$17,555.20 \$101.28	\$215,924.80 \$17,993.73 \$103.81	\$221,332.80 \$18,444.40 \$106.41	\$226,865.60 \$19,378.67 \$109.07	\$232,544.00 \$19,864.00 \$111.80	\$238,368.00 \$20,361.47 \$114.60	\$244,337.60 \$20,871.07 \$117.47	\$250,452.80 \$21,392.80 \$120.41	\$256,713.60 \$21,936.80 \$123.42	\$263,140.80 \$22,492.40 \$126.51	Annual Month \$/Hr.
	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 \$103.81	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$18,906.50 \$109.07	\$232,544.54 \$19,378.71 \$111.80	\$238,363.60 \$19,863.63 \$114.60	\$244,313.43 \$20,359.45 \$117.47	\$250,415.82 \$20,867.98 \$120.41	Annual Month \$/Hr.
Assistant General Manager (1)	29	\$186,188.19 \$15,515.68 \$89.51	\$190,840.00 \$15,903.33 \$91.75	\$195,603.20 \$16,300.27 \$94.04	\$200,491.20 \$16,707.60 \$96.39	\$205,504.00 \$17,125.33 \$98.80	\$210,641.60 \$17,553.47 \$101.27	\$215,904.00 \$17,992.00 \$103.80	\$221,312.00 \$18,442.67 \$106.40	\$226,844.80 \$18,903.73 \$109.06	\$232,523.20 \$19,376.93 \$111.79	\$238,326.40 \$19,860.53 \$114.58	Annual Month \$/Hr.
	28	\$177,230.76 \$14,769.23 \$85.21	\$181,667.20 \$15,138.93 \$87.34	\$186,201.60 \$15,516.80 \$89.52	\$190,860.80 \$15,905.07 \$91.76	\$195,624.00 \$16,302.00 \$94.05	\$200,512.00 \$16,709.33 \$96.40	\$205,524.80 \$17,127.07 \$98.81	\$210,662.40 \$17,555.20 \$101.28	\$215,924.80 \$17,993.73 \$103.81	\$221,332.80 \$18,444.40 \$106.41	\$226,865.60 \$19,378.67 \$109.07	Annual Month \$/Hr.
Director of Finance (1)	27	\$168,687.42 \$14,057.28 \$81.10	\$172,910.40 \$14,409.20 \$83.13	\$177,236.80 \$14,769.73 \$85.21	\$181,667.20 \$15,138.93 \$87.34	\$186,201.60 \$15,516.80 \$89.52	\$190,860.80 \$15,905.07 \$91.76	\$195,624.00 \$16,302.00 \$94.05	\$200,512.00 \$16,709.33 \$96.40	\$205,524.80 \$17,127.07 \$98.81	\$210,662.40 \$17,555.20 \$101.28	\$215,924.80 \$17,993.73 \$103.81	Annual Month \$/Hr.
Director of Operations (1)	26	\$160,558.17 \$13,379.85 \$77.19	\$164,569.60 \$13,714.13 \$79.12	\$168,688.00 \$14,057.33 \$81.10	\$172,910.40 \$14,409.20 \$83.13	\$177,236.80 \$14,769.73 \$85.21	\$181,667.20 \$15,138.93 \$87.34	\$186,201.60 \$15,516.80 \$89.52	\$190,860.80 \$15,905.07 \$91.76	\$195,624.00 \$16,302.00 \$94.05	\$200,512.00 \$16,709.33 \$96.40	\$205,524.80 \$17,127.07 \$98.81	Annual Month \$/Hr.
	25	\$152,821.21 \$12,735.10 \$73.47	\$156,644.80 \$13,053.73 \$75.31	\$160,555.20 \$13,379.60 \$77.19	\$164,569.60 \$13,714.13 \$79.12	\$168,688.00 \$14,057.33 \$81.10	\$172,910.40 \$14,409.20 \$83.13	\$177,236.80 \$14,769.73 \$85.21	\$181,667.20 \$15,138.93 \$87.34	\$186,201.60 \$15,516.80 \$89.52	\$190,860.80 \$15,905.07 \$91.76	\$195,624.00 \$16,302.00 \$94.05	Annual Month \$/Hr.
Engineering Manager (1)	24	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,817.60 \$12,734.80 \$73.47	\$156,644.80 \$13,053.73 \$75.31	\$160,555.20 \$13,379.60 \$77.19	\$164,569.60 \$13,714.13 \$79.12	\$168,688.00 \$14,057.33 \$81.10	\$172,910.40 \$14,409.20 \$83.13	\$177,236.80 \$14,769.73 \$85.21	\$181,667.20 \$15,138.93 \$87.34	\$186,201.60 \$15,516.80 \$89.52	Annual Month \$/Hr.
	23	\$138,437.01 \$11,536.42 \$66.56	\$141,897.60 \$11,824.80 \$68.22	\$145,454.40 \$12,121.20 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,817.60 \$12,734.80 \$73.47	\$156,644.80 \$13,053.73 \$75.31	\$160,555.20 \$13,379.60 \$77.19	\$164,569.60 \$13,714.13 \$79.12	\$168,688.00 \$14,057.33 \$81.10	\$172,910.40 \$14,409.20 \$83.13	\$177,236.80 \$14,769.73 \$85.21	Annual Month \$/Hr.
Human Resources Manager (1) Innovation & Technology Manager (1)	22	\$131,767.98 \$10,980.66 \$63.35	\$135,054.40 \$11,254.53 \$64.93	\$138,424.00 \$11,535.33 \$66.55	\$141,876.80 \$11,823.07 \$68.21	\$145,433.60 \$12,119.47 \$69.92	\$149,073.60 \$12,422.80 \$71.67	\$152,796.80 \$12,733.07 \$73.46	\$156,624.00 \$13,052.00 \$75.30	\$160,534.40 \$13,377.87 \$77.18	\$164,548.80 \$13,712.40 \$79.11	\$168,662.00 \$14,055.60 \$81.09	Annual Month \$/Hr.
	21	\$125,425.85 \$10,452.15 \$60.30	\$128,564.80 \$10,713.73 \$61.81	\$131,788.80 \$10,982.40 \$63.36	\$135,075.20 \$11,256.27 \$64.94	\$138,444.80 \$11,537.07 \$66.56	\$141,897.60 \$12,121.20 \$68.22	\$145,454.40 \$12,424.53 \$69.93	\$149,094.40 \$12,734.80 \$71.68	\$152,817.60 \$13,053.73 \$73.47	\$156,644.80 \$13,379.60 \$75.31	\$160,555.20 \$14,057.33 \$77.19	Annual Month \$/Hr.
Accounting Manager (1)	20	\$119,388.85 \$9,949.07 \$57.40	\$122,366.40 \$10,197.20 \$58.83	\$125,424.00 \$10,452.00 \$60.30	\$128,564.80 \$10,713.73 \$61.81	\$131,788.80 \$10,982.40 \$63.36	\$135,075.20 \$11,256.27 \$64.94	\$138,444.80 \$11,537.07 \$66.56	\$141,897.60 \$11,824.80 \$68.22	\$145,454.40 \$12,121.20 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,817.60 \$12,734.80 \$73.47	Annual Month \$/Hr.
Chief Plant Operator (1) Field Operations Superintendent (1)	19	\$113,635.17 \$9,469.60 \$54.63	\$116,480.00 \$9,706.67 \$56.00	\$119,392.00 \$9,949.33 \$57.40	\$122,387.20 \$10,198.93 \$58.84	\$125,444.80 \$10,453.73 \$60.31	\$128,585.60 \$10,715.47 \$61.82	\$131,809.60 \$10,984.13 \$63.37	\$135,096.00 \$11,258.00 \$64.95	\$138,465.60 \$11,538.80 \$66.57	\$141,918.40 \$11,826.53 \$68.23	\$145,475.20 \$12,122.93 \$69.94	Annual Month \$/Hr.
Associate Engineer (1)	18	\$108,164.81 \$9,013.73 \$52.00	\$110,864.00 \$9,238.67 \$53.30	\$113,630.40 \$9,469.20 \$54.63	\$116,480.00 \$9,706.67 \$56.00	\$119,392.00 \$9,949.33 \$57.40	\$122,387.20 \$10,198.93 \$58.84	\$125,444.80 \$10,453.73 \$60.31	\$128,585.60 \$10,715.47 \$61.82	\$131,809.60 \$11,258.00 \$64.95	\$135,096.00 \$11,538.80 \$66.57	\$138,465.60 \$11,826.53 \$68.23	Annual Month \$/Hr.
Customer Service Manager (1) Sr. Lead WWTPO	17	\$102,955.99 \$8,579.67 \$49.50	\$105,539.20 \$8,794.93 \$50.74	\$108,180.80 \$9,015.07 \$52.01	\$110,884.80 \$9,240.40 \$53.31	\$113,651.20 \$9,470.93 \$54.64	\$116,500.80 \$9,708.40 \$56.01	\$119,412.80 \$9,951.07 \$57.41	\$122,408.00 \$10,200.67 \$58.85	\$125,465.60 \$10,455.47 \$60.32	\$128,606.40 \$10,717.20 \$61.83	\$131,830.40 \$10,985.87 \$63.38	Annual Month \$/Hr.
Water Production Supervisor (1)	16	\$98,008.70 \$8,167.39 \$47.12	\$100,464.00 \$8,372.00 \$48.30	\$102,980.80 \$8,581.73 \$49.51	\$105,560.00 \$8,796.67 \$50.75	\$108,201.60 \$9,016.80 \$52.02	\$110,905.60 \$9,242.13 \$53.32	\$113,672.00 \$9,472.67 \$54.65	\$116,521.60 \$9,710.13 \$56.02	\$119,433.60 \$9,952.80 \$57.42	\$122,428.80 \$10,202.40 \$58.86	\$125,486.40 \$10,457.20 \$60.33	Annual Month \$/Hr.
Programs and Public Affairs Specialist (1) Executive Assistant (1) Lead WWTPO (1)	15	\$93,279.35 \$7,773.28 \$44.85	\$95,617.60 \$7,968.13 \$45.97	\$98,009.60 \$8,167.47 \$47.12	\$100,464.00 \$8,372.00 \$48.30	\$102,980.80 \$8,581.73 \$49.51	\$105,560.00 \$8,796.67 \$50.75	\$108,201.60 \$9,016.80 \$52.02	\$110,905.60 \$9,242.13 \$53.32	\$113,672.00 \$9,472.67 \$54.65	\$116,521.60 \$9,710.13 \$56.02	\$119,433.60 \$9,952.80 \$57.42	Annual Month \$/Hr.
GIS Specialist (1)	14	\$88,789.73 \$7,399.14 \$42.69	\$91,000.00 \$7,583.33 \$43.75	\$93,267.20 \$7,772.27 \$44.84	\$95,596.80 \$7,966.40 \$45.96	\$97,988.80 \$8,165.73 \$47.11	\$100,443.20 \$8,370.27 \$48.29	\$102,960.00 \$8,580.00 \$49.50	\$105,539.20 \$8,794.93 \$50.74	\$108,180.80 \$9,015.07 \$52.01	\$110,884.80 \$9,240.40 \$53.31	\$113,651.20 \$9,470.93 \$54.64	Annual Month \$/Hr.
	13	\$84,518.06 \$7,043.17 \$40.63	\$86,632.00 \$7,219.33 \$41.65	\$88,795.20 \$7,399.60 \$42.69	\$91,020.80 \$7,585.07 \$43.76	\$93,288.00 \$7,774.00 \$44.85	\$95,617.60 \$7,968.13 \$45.97	\$98,009.60 \$8,167.47 \$47.12	\$100,464.00 \$8,372.00 \$48.30	\$102,980.80 \$8,581.73 \$49.51	\$105,560.00 \$8,796.67 \$50.75	\$108,201.60 \$9,016.80 \$52.02	Annual Month \$/Hr.
Business Analyst (1); Contracts Analyst (1) Accountant (1); Lead Facilities Maintenance Worker (1) Lead Field Operations Technician (2)	12	\$80,442.54 \$6,703.54 \$38.67	\$82,451.20 \$6,870.93 \$39.64	\$84,510.40 \$7,042.53 \$40.63	\$86,632.00 \$7,219.33 \$41.65	\$88,795.20 \$7,399.60 \$42.69	\$91,020.80 \$7,585.07 \$43.76	\$93,288.00 \$7,774.00 \$44.85	\$95,617.60 \$7,968.13 \$45.97	\$98,009.60 \$8,167.47 \$47.12	\$100,464.00 \$8,372.00 \$48.30	\$102,980.80 \$8,581.73 \$49.51	Annual Month \$/Hr.
Lead Collections System Operator (1) WWTPO II (3) Lead Field Services Rep. (1)	11	\$76,563.17 \$6,380.26 \$36.81	\$78,478.40 \$6,539.87 \$37.73	\$80,433.60 \$6,702.80 \$38.67	\$82,451.20 \$6,870.93 \$39.64	\$84,510.40 \$7,042.53 \$40.63	\$86,632.00 \$7,219.33 \$41.65	\$88,795.20 \$7,399.60 \$42.69	\$91,020.80 \$7,585.07 \$43.76	\$93,288.00 \$7,774.00 \$44.85	\$95,617.60 \$7,968.13 \$45.97	\$98,009.60 \$8,167.47 \$47.12	Annual Month \$/Hr.
Engineering Technician II (2) Water Production Operator II (1)	10	\$72,858.14 \$6,071.51 \$35.03	\$74,672.00 \$6,222.67 \$35.90	\$76,544.00 \$6,378.67 \$36.80	\$78,457.60 \$6,538.13 \$37.72	\$80,412.80 \$6,701.07 \$38.66	\$82,430.40 \$6,869.20 \$39.63	\$84,489.60 \$7,040.80 \$40.62	\$86,611.20 \$7,217.60 \$41.64	\$88,774.40 \$7,397.87 \$42.68	\$91,000.00 \$7,583.33 \$43.75	\$93,267.20 \$7,772.27 \$44.84	Annual Month \$/Hr.
Administrative Assistant II; WWTPO I (2) Collections System Operator II (1) Field Operations Technician II (3)	9	\$69,327.48 \$5,777.29 \$33.33	\$71,052.80 \$5,921.07 \$34.16	\$72,820.80 \$6,068.40 \$35.01	\$74,651.20 \$6,220.93 \$35.89	\$76,523.20 \$6,376.93 \$36.79	\$78,436.80 \$6,536.40 \$37.71	\$80,392.00 \$6,699.33 \$38.65	\$82,409.60 \$6,867.47 \$39.62	\$84,468.80 \$7,039.07 \$40.61	\$86,590.40 \$7,215.87 \$41.63	\$88,753.60 \$7,396.13 \$42.67	Annual Month \$/Hr.
Accounting Technician (2); Engineering Technician I Sr. Customer Service Rep (1); Water Production Op I (2) Field Services Rep. II/Backflow Specialist (1)	8	\$65,971.16 \$5,497.60 \$31.72	\$67,620.80 \$5,635.07 \$32.51	\$69,305.60 \$5,775.47 \$33.32	\$71,032.00 \$5,919.33 \$34.15	\$72,800.00 \$6,066.67 \$35.00	\$74,630.40 \$6,219.20 \$35.88	\$76,502.40 \$6,375.20 \$36.78	\$78,416.00 \$6,534.67 \$37.70	\$80,371.20 \$6,697.60 \$38.64	\$82,388.80 \$6,865.73 \$39.61	\$84,448.00 \$7,037.33 \$40.60	Annual Month \$/Hr.
Field Operations Technician I (4); Field Service Rep. II (1) Collections System Operator I; Admin. Assistant I (1) Purchasing and Warehouse Specialist (1)	7	\$62,789.21 \$5,232.43 \$30.19	\$64,355.20 \$5,362.93 \$30.94	\$65,956.80 \$5,496.40 \$31.71	\$67,600.00 \$5,633.33 \$32.50	\$69,284.80 \$5,773.33 \$33.31	\$71,011.20 \$5,917.60 \$34.14	\$72,779.20 \$6,064.93 \$34.99	\$74,588.80 \$6,215.73 \$35.86	\$76,460.80 \$6,371.73 \$36.76	\$78,374.40 \$6,531.20 \$37.68	\$80,329.60 \$6,694.13 \$38.62	Annual Month \$/Hr.
W.W. Operator Trainee	6	\$59,759.81 \$4,979.98 \$28.73	\$61,256.00 \$5,104.67 \$29.45	\$62,795.20 \$5,232.93 \$30.19	\$64,355.20 \$5,362.93 \$30.94	\$65,956.80 \$5,496.40 \$31.71	\$67,600.00 \$5,633.33 \$32.50	\$69,284.80 \$5,773.33 \$33.31	\$71,011.20 \$5,917.60 \$34.14	\$72,779.20 \$6,064.93 \$34.99	\$74,588.80 \$6,215.73 \$35.86	\$76,460.80 \$6,371.73 \$36.76	Annual Month \$/Hr.
Field Service Rep. I (1) Customer Service Rep II (2)	5	\$56,882.97 \$4,740.25 \$27.35	\$58,302.40 \$4,858.53 \$28.03	\$59,758.40 \$4,979.87 \$28.73	\$61,256.00 \$5,104.67 \$29.45	\$62,795.20 \$5,232.93 \$30.19	\$64,355.20 \$5,362.93 \$30.94	\$65,956.80 \$5,496.40 \$31.71	\$67,600.00 \$5,633.33 \$32.50	\$69,284.80 \$5,773.73 \$33.31	\$71,011.20 \$5,917.60 \$34.14	\$72,779.20 \$6,064.93 \$34.99	Annual Month \$/Hr.
Office Specialist II (1)	4	\$54,136.89 \$4,511.41 \$26.03	\$55,494.40 \$4,624.53 \$26.68	\$56,888.00 \$4,740.67 \$27.35	\$58,302.40 \$4,858.53 \$28.03	\$59,758.40 \$4,979.87 \$28.73	\$61,256.00 \$5,104.67 \$29.45	\$62,795.20 \$5,232.93 \$30.19	\$64,355.20 \$5,362.93 \$30.94	\$65,956.80 \$5,496.40 \$31.71	\$67		