



	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
1			MISSION SPRINGS WATER DISTRICT 2025-2026 SALARY MATRIX EFFECTIVE JULY 1, 2025									 Mission Springs Water District Value is our Mission			
2															
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7															
8	Adopted by the Board of Directors as of June XX, 2025														
9	Resolution # 2025-XX			Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F
11				\$233,396.80	\$239,220.80	\$245,211.20	\$251,326.40	\$257,608.00	\$264,056.00	\$270,649.60	\$277,409.60	\$284,336.00	\$291,449.60	\$298,729.60	
12	General Manager and Chief Engineer			Contract	\$19,449.73	\$19,935.07	\$20,434.27	\$20,943.87	\$21,467.33	\$22,004.67	\$22,554.13	\$23,117.47	\$23,694.67	\$24,287.47	\$24,894.13
13				\$112.21	\$115.01	\$117.89	\$120.83	\$123.85	\$126.95	\$130.12	\$133.37	\$136.70	\$140.12	\$143.62	
15	Assistant General Manager (1)			31	\$210,870.40	\$216,132.80	\$221,561.60	\$227,094.40	\$232,793.60	\$238,596.80	\$244,566.40	\$250,660.80	\$256,921.60	\$263,348.80	\$269,942.40
16				\$17,572.53	\$18,011.07	\$18,463.47	\$18,924.53	\$19,399.47	\$19,883.07	\$20,380.53	\$20,888.40	\$21,410.13	\$21,945.73	\$22,495.20	
17				\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	\$114.71	\$117.58	\$120.51	\$123.52	\$126.61	\$129.78	
19				\$200,720.00	\$205,732.80	\$210,870.40	\$216,132.80	\$221,561.60	\$227,094.40	\$232,793.60	\$238,596.80	\$244,566.40	\$250,660.80	\$256,921.60	
20				\$16,726.67	\$17,144.40	\$17,572.53	\$18,011.07	\$18,463.47	\$18,924.53	\$19,399.47	\$19,883.07	\$20,380.53	\$20,888.40	\$21,410.13	
21				\$96.50	\$98.91	\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	\$114.71	\$117.58	\$120.51	\$123.52	
23				\$191,027.20	\$195,832.00	\$200,720.00	\$205,732.80	\$210,870.40	\$216,132.80	\$221,561.60	\$227,094.40	\$232,793.60	\$238,596.80	\$244,566.40	
24				\$15,918.93	\$16,319.33	\$16,726.67	\$17,144.40	\$17,572.53	\$18,011.07	\$18,463.47	\$18,924.53	\$19,399.47	\$19,883.07	\$20,380.53	
25				\$91.84	\$94.15	\$96.50	\$98.91	\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	\$114.71	\$117.58	
27	Director of Finance (1)			28	\$181,854.40	\$186,368.00	\$191,027.20	\$195,832.00	\$200,720.00	\$205,732.80	\$210,870.40	\$216,132.80	\$221,561.60	\$227,094.40	\$232,793.60
28				\$15,154.53	\$15,530.67	\$15,918.93	\$16,319.33	\$16,726.67	\$17,144.40	\$17,572.53	\$18,011.07	\$18,463.47	\$18,924.53	\$19,399.47	
29				\$87.43	\$89.60	\$91.84	\$94.15	\$96.50	\$98.91	\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	
31	Director of Operations (1)			27	\$173,076.80	\$177,403.20	\$181,854.40	\$186,368.00	\$191,027.20	\$195,832.00	\$200,720.00	\$205,732.80	\$210,870.40	\$216,132.80	\$221,561.60
32				\$14,423.07	\$14,783.60	\$15,154.53	\$15,530.67	\$15,918.93	\$16,319.33	\$16,726.67	\$17,144.40	\$17,572.53	\$18,011.07	\$18,463.47	
33				\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	\$94.15	\$96.50	\$98.91	\$101.38	\$103.91	\$106.52	
35				\$164,736.00	\$168,854.40	\$173,076.80	\$177,403.20	\$181,854.40	\$186,368.00	\$191,027.20	\$195,832.00	\$200,720.00	\$205,732.80	\$210,870.40	
36				\$13,728.00	\$14,071.20	\$14,423.07	\$14,783.60	\$15,154.53	\$15,530.67	\$15,918.93	\$16,319.33	\$16,726.67	\$17,144.40	\$17,572.53	
37				\$79.20	\$81.18	\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	\$94.15	\$96.50	\$98.91	\$101.38	
39	Engineering Manager (1)			25	\$156,790.40	\$160,721.60	\$164,736.00	\$168,854.40	\$173,076.80	\$177,403.20	\$181,854.40	\$186,368.00	\$191,027.20	\$195,832.00	\$200,720.00
40				\$13,065.87	\$13,393.47	\$13,728.00	\$14,071.20	\$14,423.07	\$14,783.60	\$15,154.53	\$15,530.67	\$15,918.93	\$16,319.33	\$16,726.67	
41				\$75.38	\$77.27	\$79.20	\$81.18	\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	\$94.15	\$96.50	
43				\$149,240.00	\$152,963.20	\$156,790.40	\$160,721.60	\$164,736.00	\$168,854.40	\$173,076.80	\$177,403.20	\$181,854.40	\$186,368.00	\$191,027.20	
44				\$12,436.67	\$12,746.93	\$13,065.87	\$13,393.47	\$13,728.00	\$14,071.20	\$14,423.07	\$14,783.60	\$15,154.53	\$15,530.67	\$15,918.93	
45				\$71.75	\$73.54	\$75.38	\$77.27	\$79.20	\$81.18	\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	
47	Human Resources Manager (1)			23	\$142,043.20	\$145,579.20	\$149,240.00	\$152,963.20	\$156,790.40	\$160,721.60	\$164,736.00	\$168,854.40	\$173,076.80	\$177,403.20	\$181,854.40
48				\$11,836.93	\$12,131.60	\$12,436.67	\$12,746.93	\$13,065.87	\$13,393.47	\$13,728.00	\$14,071.20	\$14,423.07	\$14,783.60	\$15,154.53	
49				\$68.29	\$69.99	\$71.75	\$73.54	\$75.38	\$77.27	\$79.20	\$81.18	\$83.21	\$85.29	\$87.43	
51	Accounting Manager (1)			22	\$135,200.00	\$138,569.60	\$142,043.20	\$145,579.20	\$149,240.00	\$152,963.20	\$156,790.40	\$160,721.60	\$164,736.00	\$168,854.40	\$173,076.80
52	Innovation & Technology Manager (1)				\$11,266.67	\$11,547.47	\$11,836.93	\$12,131.60	\$12,436.67	\$12,746.93	\$13,065.87	\$13,393.47	\$13,728.00	\$14,071.20	\$14,423.07
53				\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	\$73.54	\$75.38	\$77.27	\$79.20	\$81.18	\$83.21	
55				\$128,689.60	\$131,913.60	\$135,200.00	\$138,569.60	\$142,043.20	\$145,579.20	\$149,240.00	\$152,963.20	\$156,790.40	\$160,721.60	\$164,736.00	
56				\$10,724.13	\$10,992.80	\$11,266.67	\$11,547.47	\$11,836.93	\$12,131.60	\$12,436.67	\$12,746.93	\$13,065.87	\$13,393.47	\$13,728.00	
57				\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	\$73.54	\$75.38	\$77.27	\$79.20	
59	Water Operations Superintendent (1)			20	\$122,491.20	\$125,548.80	\$128,689.60	\$131,913.60	\$135,200.00	\$138,569.60	\$142,043.20	\$145,579.20	\$149,240.00	\$152,963.20	\$156,790.40
60	Chief Plant Operator (1)				\$10,207.60	\$10,462.40	\$10,724.13	\$10,992.80	\$11,266.67	\$11,547.47	\$11,836.93	\$12,131.60	\$12,436.67	\$12,746.93	\$13,065.87
61				\$58.89	\$60.36	\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	\$73.54	\$75.38	
63	Associate Engineer (1)			19	\$116,584.00	\$119,496.00	\$122,491.20	\$125,548.80	\$128,689.60	\$131,913.60	\$135,200.00	\$138,569.60	\$142,043.20	\$145,579.20	\$149,240.00
64				\$9,715.33	\$9,958.00	\$10,207.60	\$10,462.40	\$10,724.13	\$10,992.80	\$11,266.67	\$11,547.47	\$11,836.93	\$12,131.60	\$12,436.67	
65				\$56.05	\$57.45	\$58.89	\$60.36	\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	
67				\$110,968.00	\$113,755.20	\$116,584.00	\$119,496.00	\$122,491.20	\$125,548.80	\$128,689.60	\$131,913.60	\$135,200.00	\$138,569.60	\$142,043.20	
68				\$9,247.33	\$9,479.60	\$9,715.33	\$9,958.00	\$10,207.60	\$10,462.40	\$10,724.13	\$10,992.80	\$11,266.67	\$11,547.47	\$11,836.93	
69				\$53.35	\$54.69	\$56.05	\$57.45	\$58.89	\$60.36	\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	
71	Customer Service Manager (1)			17	\$105,643.20	\$108,264.00	\$110,968.00	\$113,755.20	\$116,584.00	\$119,496.00	\$122,491.20	\$125,548.80	\$128,689.60	\$131,913.60	\$135,200.00
72	WWTP Supervisor (1)				\$8,803.60	\$9,022.00	\$9,247.33	\$9,479.60	\$9,715.33	\$9,958.00	\$10,207.60	\$10,462.40	\$10,724.13	\$10,992.80	\$11,266.67
73	Water Production Supervisor (1)				\$50.79	\$52.05	\$53.35	\$54.69	\$56.05	\$57.45	\$58.89	\$60.36	\$61.87	\$63.42	\$65.00

	C	E	F	G	H	I	J	K	L	M	N	O	P
1		<div>MISSION SPRINGS WATER DISTRICT</div> <div>2025-2026 SALARY MATRIX</div> <div>EFFECTIVE JULY 1, 2025</div>											
2													
3													
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8	Adopted by the Board of Directors as of June XX, 2025												
9	Resolution # 2025-XX	Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F
75	C&M Supervisor (1)	16	\$100,568.00	\$103,064.00	\$105,643.20	\$108,264.00	\$110,968.00	\$113,755.20	\$116,584.00	\$119,496.00	\$122,491.20	\$125,548.80	\$128,689.60
76			\$8,380.67	\$8,588.67	\$8,803.60	\$9,022.00	\$9,247.33	\$9,479.60	\$9,715.33	\$9,958.00	\$10,207.60	\$10,462.40	\$10,724.13
77			\$48.35	\$49.55	\$50.79	\$52.05	\$53.35	\$54.69	\$56.05	\$57.45	\$58.89	\$60.36	\$61.87
79	Programs and Public Affairs Specialist (1)	15	\$95,721.60	\$98,113.60	\$100,568.00	\$103,064.00	\$105,643.20	\$108,264.00	\$110,968.00	\$113,755.20	\$116,584.00	\$119,496.00	\$122,491.20
80	Executive Assistant (1); GIS Specialist (1)		\$7,976.80	\$8,176.13	\$8,380.67	\$8,588.67	\$8,803.60	\$9,022.00	\$9,247.33	\$9,479.60	\$9,715.33	\$9,958.00	\$10,207.60
81	Lead WWTPO (1)		\$46.02	\$47.17	\$48.35	\$49.55	\$50.79	\$52.05	\$53.35	\$54.69	\$56.05	\$57.45	\$58.89
83		14	\$91,104.00	\$93,392.00	\$95,721.60	\$98,113.60	\$100,568.00	\$103,064.00	\$105,643.20	\$108,264.00	\$110,968.00	\$113,755.20	\$116,584.00
84			\$7,592.00	\$7,782.67	\$7,976.80	\$8,176.13	\$8,380.67	\$8,588.67	\$8,803.60	\$9,022.00	\$9,247.33	\$9,479.60	\$9,715.33
85			\$43.80	\$44.90	\$46.02	\$47.17	\$48.35	\$49.55	\$50.79	\$52.05	\$53.35	\$54.69	\$56.05
87	Lead Water Production Operator;	13	\$86,715.20	\$88,878.40	\$91,104.00	\$93,392.00	\$95,721.60	\$98,113.60	\$100,568.00	\$103,064.00	\$105,643.20	\$108,264.00	\$110,968.00
88	WWTPO III; Construction Inspector (1)		\$7,226.27	\$7,406.53	\$7,592.00	\$7,782.67	\$7,976.80	\$8,176.13	\$8,380.67	\$8,588.67	\$8,803.60	\$9,022.00	\$9,247.33
89	Business Analyst (1); Contracts Analyst (1); Accountant (2)		\$41.69	\$42.73	\$43.80	\$44.90	\$46.02	\$47.17	\$48.35	\$49.55	\$50.79	\$52.05	\$53.35
91	Lead Field Operations Technician (2)	12	\$82,534.40	\$84,593.60	\$86,715.20	\$88,878.40	\$91,104.00	\$93,392.00	\$95,721.60	\$98,113.60	\$100,568.00	\$103,064.00	\$105,643.20
92	Lead Facilities Maintenance Worker (1)		\$6,877.87	\$7,049.47	\$7,226.27	\$7,406.53	\$7,592.00	\$7,782.67	\$7,976.80	\$8,176.13	\$8,380.67	\$8,588.67	\$8,803.60
93			\$39.68	\$40.67	\$41.69	\$42.73	\$43.80	\$44.90	\$46.02	\$47.17	\$48.35	\$49.55	\$50.79
95	Lead Collections System Operator (1)	11	\$78,561.60	\$80,516.80	\$82,534.40	\$84,593.60	\$86,715.20	\$88,878.40	\$91,104.00	\$93,392.00	\$95,721.60	\$98,113.60	\$100,568.00
96	WWTPO II (3)		\$6,546.80	\$6,709.73	\$6,877.87	\$7,049.47	\$7,226.27	\$7,406.53	\$7,592.00	\$7,782.67	\$7,976.80	\$8,176.13	\$8,380.67
97	Lead Field Services Rep. (1)		\$37.77	\$38.71	\$39.68	\$40.67	\$41.69	\$42.73	\$43.80	\$44.90	\$46.02	\$47.17	\$48.35
99	Engineering Technician II (2)	10	\$74,755.20	\$76,627.20	\$78,561.60	\$80,516.80	\$82,534.40	\$84,593.60	\$86,715.20	\$88,878.40	\$91,104.00	\$93,392.00	\$95,721.60
100	Water Production Operator II (3)		\$6,229.60	\$6,385.60	\$6,546.80	\$6,709.73	\$6,877.87	\$7,049.47	\$7,226.27	\$7,406.53	\$7,592.00	\$7,782.67	\$7,976.80
101			\$35.94	\$36.84	\$37.77	\$38.71	\$39.68	\$40.67	\$41.69	\$42.73	\$43.80	\$44.90	\$46.02
103	Administrative Assistant II; Sr Customer Service Rep (1)	9	\$71,136.00	\$72,924.80	\$74,755.20	\$76,627.20	\$78,561.60	\$80,516.80	\$82,534.40	\$84,593.60	\$86,715.20	\$88,878.40	\$91,104.00
104	Collections System Operator II; WWTPO I (2)		\$5,928.00	\$6,077.07	\$6,229.60	\$6,385.60	\$6,546.80	\$6,709.73	\$6,877.87	\$7,049.47	\$7,226.27	\$7,406.53	\$7,592.00
105	Field Operations Technician II (4);		\$34.20	\$35.06	\$35.94	\$36.84	\$37.77	\$38.71	\$39.68	\$40.67	\$41.69	\$42.73	\$43.80
107	Accounting Technician (1); Engineering Technician I	8	\$67,683.20	\$69,388.80	\$71,136.00	\$72,924.80	\$74,755.20	\$76,627.20	\$78,561.60	\$80,516.80	\$82,534.40	\$84,593.60	\$86,715.20
108	Water Production Op I		\$5,640.27	\$5,782.40	\$5,928.00	\$6,077.07	\$6,229.60	\$6,385.60	\$6,546.80	\$6,709.73	\$6,877.87	\$7,049.47	\$7,226.27
109	Field Services Rep. II/Backflow Specialist (1)		\$32.54	\$33.36	\$34.20	\$35.06	\$35.94	\$36.84	\$37.77	\$38.71	\$39.68	\$40.67	\$41.69
111	Field Operations Technician I (3); Field Service Rep. II	7	\$64,417.60	\$66,019.20	\$67,683.20	\$69,388.80	\$71,136.00	\$72,924.80	\$74,755.20	\$76,627.20	\$78,561.60	\$80,516.80	\$82,534.40
112	Collections System Operator I (2); Admin. Assistant I (3)		\$5,368.13	\$5,501.60	\$5,640.27	\$5,782.40	\$5,928.00	\$6,077.07	\$6,229.60	\$6,385.60	\$6,546.80	\$6,709.73	\$6,877.87
113	Purchasing and Warehouse Specialist (1)		\$30.97	\$31.74	\$32.54	\$33.36	\$34.20	\$35.06	\$35.94	\$36.84	\$37.77	\$38.71	\$39.68
115	Customer Service Rep II (2)	6	\$61,318.40	\$62,857.60	\$64,417.60	\$66,019.20	\$67,683.20	\$69,388.80	\$71,136.00	\$72,924.80	\$74,755.20	\$76,627.20	\$78,561.60
116	W.W. Operator Trainee		\$5,109.87	\$5,238.13	\$5,368.13	\$5,501.60	\$5,640.27	\$5,782.40	\$5,928.00	\$6,077.07	\$6,229.60	\$6,385.60	\$6,546.80
117			\$29.48	\$30.22	\$30.97	\$31.74	\$32.54	\$33.36	\$34.20	\$35.06	\$35.94	\$36.84	\$37.77
119	Field Service Rep. I (1)	5	\$58,364.80	\$59,820.80	\$61,318.40	\$62,857.60	\$64,417.60	\$66,019.20	\$67,683.20	\$69,388.80	\$71,136.00	\$72,924.80	\$74,755.20
120			\$4,863.73	\$4,985.07	\$5,109.87	\$5,238.13	\$5,368.13	\$5,501.60	\$5,640.27	\$5,782.40	\$5,928.00	\$6,077.07	\$6,229.60
121			\$28.06	\$28.76	\$29.48	\$30.22	\$30.97	\$31.74	\$32.54	\$33.36	\$34.20	\$35.06	\$35.94
123	Office Specialist II	4	\$55,556.80	\$56,929.60	\$58,364.80	\$59,820.80	\$61,318.40	\$62,857.60	\$64,417.60	\$66,019.20	\$67,683.20	\$69,388.80	\$71,136.00
124	Customer Service Rep. I		\$4,629.73	\$4,744.13	\$4,863.73	\$4,985.07	\$5,109.87	\$5,238.13	\$5,368.13	\$5,501.60	\$5,640.27	\$5,782.40	\$5,928.00
125			\$26.71	\$27.37	\$28.06	\$28.76	\$29.48	\$30.22	\$30.97	\$31.74	\$32.54	\$33.36	\$34.20
127		3	\$52,852.80	\$54,184.00	\$55,556.80	\$56,929.60	\$58,364.80	\$59,820.80	\$61,318.40	\$62,857.60	\$64,417.60	\$66,019.20	\$67,683.20
128			\$4,404.40	\$4,515.33	\$4,629.73	\$4,744.13	\$4,863.73	\$4,985.07	\$5,109.87	\$5,238.13	\$5,368.13	\$5,501.60	\$5,640.27
129			\$25.41	\$26.05	\$26.71	\$27.37	\$28.06	\$28.76	\$29.48	\$30.22	\$30.97	\$31.74	\$32.54
131	Office Specialist I	2	\$50,315.20	\$51,563.20	\$52,852.80	\$54,184.00	\$55,556.80	\$56,929.60	\$58,364.80	\$59,820.80	\$61,318.40	\$62,857.60	\$64,417.60
132			\$4,192.93	\$4,296.93	\$4,404.40	\$4,515.33	\$4,629.73	\$4,744.13	\$4,863.73	\$4,985.07	\$5,109.87	\$5,238.13	\$5,368.13
133			\$24.19	\$24.79	\$25.41	\$26.05	\$26.71	\$27.37	\$28.06	\$28.76	\$29.48	\$30.22	\$30.97
135		1	\$47,860.80	\$49,088.00	\$50,315.20	\$51,563.20	\$52,852.80	\$54,184.00	\$55,556.80	\$56,929.60	\$58,364.80	\$59,820.80	\$61,318.40
136			\$3,988.40	\$4,090.67	\$4,192.93	\$4,296.93	\$4,404.40	\$4,515.33	\$4,629.73	\$4,744.13	\$4,863.73	\$4,985.07	\$5,109.87
137			\$23.01	\$23.60	\$24.19	\$24.79	\$25.41	\$26.05	\$26.71	\$27.37	\$28.06	\$28.76	\$29.48