	С	dЕ	F	G	н	1	J	к	L	М	N	0	Р
1				- 1			· ·						$\wedge$
2			MISSION SPRINGS WATER DISTRICT 2025-2026 SALARY MATRIX										
3													
5			2025-2026 SALARY MATRIX										
			EFFECTIVE JULY 1, 2025 Mission Springs Water District										
7	Adapted by the Dennel of Directory on of June XX, 0005		Value is our Mission										
	Adopted by the Board of Directors as of June XX, 2025 Resolution # 2025-XX	Range											Step F
11		Range	\$233,396.80	\$239,220.80	\$245,211.20	\$251,326.40	\$257,608.00	\$264,056.00	\$270,649.60	\$277,409.60	•	Step E1 \$	\$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	\$204,050.00	\$22,554.13	\$23,117.47		\$291,449.00	\$24,894.13
13	······································		\$112.21	\$115.01	\$117.89	\$120.83	\$123.85	\$126.95	\$130.12	\$133.37		\$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		\$21,945.73	\$22,495.20
17 19			\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	\$114.71	\$117.58	\$120.51	\$123.52		\$129.78
19 20		30	\$200,720.00 \$16,726.67	\$205,732.80 \$17,144.40	\$210,870.40 \$17,572.53	\$216,132.80 \$18,011.07	\$221,561.60 \$18,463.47	\$227,094.40 \$18,924.53	\$232,793.60 \$19,399.47	\$238,596.80 \$19,883.07		\$250,660.80 \$20,888.40	\$256,921.60 \$21,410.13
21		-	\$10,720.07	\$98.91	\$101.38	\$103.91	\$106.52	\$109.18	\$111.92	\$114.71	\$117.58	\$20,888.40	\$123.52
21 23		29	\$191,027.20	\$195,832.00	\$200,720.00	\$205,732.80	\$210,870.40	\$216,132.80	\$221,561.60	\$227,094.40		\$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		\$227,094.40	\$232,793.60
28 29		-	\$15,154.53 \$87.43	\$15,530.67 \$89.60	\$15,918.93 \$91.84	\$16,319.33 \$94.15	\$16,726.67 \$96.50	\$17,144.40 \$98.91	\$17,572.53 \$101.38	\$18,011.07 \$103.91	\$18,463.47 \$106.52	\$18,924.53 \$109.18	\$19,399.47 \$111.92
31		07											i i i i i i i i i i i i i i i i i i i
31	Director of Operations (1)	27	\$173,076.80 \$14,423.07	\$177,403.20 \$14,783.60	\$181,854.40 \$15,154.53	\$186,368.00 \$15,530.67	\$191,027.20 \$15,918.93	\$195,832.00 \$16,319.33	\$200,720.00 \$16,726.67	\$205,732.80 \$17,144.40		\$216,132.80 \$18,011.07	\$221,561.60 \$18,463.47
33		-	\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	\$94.15	\$96.50	\$98.91		\$103.91	\$106.52
35		26	\$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		\$17,144.40	\$17,572.53
37			\$79.20	\$81.18	\$83.21	\$85.29	\$87.43	\$89.60	\$91.84	\$94.15		\$98.91	\$101.38
39 40	Engineering Manager (1)	25	\$156,790.40 \$13,065.87	\$160,721.60 \$13,393.47	\$164,736.00 \$13,728.00	\$168,854.40 \$14,071.20	\$173,076.80 \$14,423.07	\$177,403.20 \$14,783.60	\$181,854.40 \$15,154.53	\$186,368.00 \$15,530.67		\$195,832.00 \$16,319.33	\$200,720.00 \$16,726.67
40		-	\$13,005.87	\$13,393.47	\$13,728.00	\$14,071.20	\$83.21	\$85.29	\$87.43	\$89.60		\$10,319.33	\$10,720.07
41 43		24	\$149.240.00	\$152,963.20	\$156,790.40	\$160,721.60	\$164,736.00	\$168,854.40	\$173,076.80	\$177,403.20		\$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		\$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		\$177,403.20	\$181,854.40
48 49		-	\$11,836.93 \$68.29	\$12,131.60 \$69.99	\$12,436.67 \$71.75	\$12,746.93 \$73.54	\$13,065.87 \$75.38	\$13,393.47 \$77.27	\$13,728.00 \$79.20	\$14,071.20 \$81.18		\$14,783.60 \$85.29	\$15,154.53 \$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		\$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		\$14,071.20	\$14,423.07
53			\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	\$73.54	\$75.38	\$77.27		\$81.18	\$83.21
55		21	\$128,689.60	\$131,913.60	\$135,200.00	\$138,569.60	\$142,043.20	\$145,579.20	\$149,240.00	\$152,963.20		\$160,721.60	\$164,736.00
56 57			\$10,724.13	\$10,992.80	\$11,266.67	\$11,547.47	\$11,836.93	\$12,131.60	\$12,436.67	\$12,746.93		\$13,393.47	\$13,728.00
-00			\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	\$69.99	\$71.75	\$73.54		\$77.27	\$79.20
59 60	Water Operations Superintendent (1) Chief Plant Operator (1)	20	\$122,491.20 \$10,207.60	\$125,548.80 \$10,462.40	\$128,689.60 \$10,724.13	\$131,913.60 \$10,992.80	\$135,200.00 \$11,266.67	\$138,569.60 \$11,547.47	\$142,043.20 \$11,836.93	\$145,579.20 \$12,131.60		\$152,963.20 \$12,746.93	\$156,790.40 \$13,065.87
61			\$58.89	\$60.36	\$61.87	\$63.42	\$65.00	\$66.62	\$68.29	\$69.99		\$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		\$69.99	\$71.75
67		18	\$110,968.00	\$113,755.20	\$116,584.00	\$119,496.00	\$122,491.20	\$125,548.80	\$128,689.60	\$131,913.60		\$138,569.60	\$142,043.20
68 69		-	\$9,247.33 \$53.35	\$9,479.60 \$54.69	\$9,715.33 \$56.05	\$9,958.00 \$57.45	\$10,207.60 \$58.89	\$10,462.40 \$60.36	\$10,724.13 \$61.87	\$10,992.80 \$63.42		\$11,547.47 \$66.62	\$11,836.93 \$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		\$131.913.60	\$135.200.00
72	WWTP Supervisor (1)	- 17	\$8,803.60	\$108,204.00	\$9,247.33	\$9,479.60	\$9,715.33	\$9,958.00	\$10,207.60	\$10,462.40		\$10,992.80	\$11,266.67
	Water Production Supervisor (1)		\$50.79	\$52.05	\$53.35	\$54.69	\$56.05	\$57.45	\$58.89	\$60.36		\$63.42	\$65.00

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2 3			EFFECTIVE JULY 1, 2025										
4 5 6													
5												ings Water	
7												-	
8	Adopted by the Board of Directors as of June XX, 2025		Value is our Mission										
9	Resolution # 2025-XX	Range	•			Step B1	•	Step C1	•	Step D1		•	Step F
75 76	C&M Supervisor (1)	16	\$100,568.00 \$8.380.67	\$103,064.00 \$8,588.67	\$105,643.20 \$8.803.60	\$108,264.00 \$9.022.00	\$110,968.00 \$9.247.33	\$113,755.20 \$9.479.60	\$116,584.00 \$9.715.33	\$119,496.00 \$9,958.00	\$122,491.20 \$10.207.60	\$125,548.80 \$10,462,40	\$128,689.60 \$10,724.13
77			\$48.35		\$50.79	\$9,022.00	\$53.35	\$54.69	\$56.05	\$9,958.00	\$10,207.00	\$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
	Executive Assistant (1); GIS Specialist (1)	_	\$7,976.80	\$8,176.13	\$8,380.67	\$8,588.67	\$8,803.60 \$50.79	\$9,022.00 \$52.05	\$9,247.33	\$9,479.60 \$54.69	\$9,715.33	\$9,958.00	\$10,207.60
81 83	Lead WWTPO (1)	14	\$46.02 \$91.104.00	\$47.17 \$93.392.00	\$48.35 \$95.721.60	\$49.55 \$98.113.60	\$50.79	\$52.05	\$53.35 \$105.643.20	\$54.69	\$56.05 \$110.968.00	\$57.45 \$113.755.20	\$58.89 \$116.584.00
83 84		14	\$91,104.00 \$7,592.00		\$95,721.60 \$7,976.80	\$98,113.60	\$100,568.00	\$103,064.00	\$105,643.20 \$8,803.60	\$108,264.00	\$110,968.00 \$9,247.33	\$113,755.20	\$116,584.00 \$9,715.33
85		_	\$43.80		\$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 89	WWTPO III; Construction Inspector (1) Business Analyst (1); Contracts Analyst (1); Accountant (2)		\$7,226.27 \$41.69	\$7,406.53 \$42.73	\$7,592.00 \$43.80	\$7,782.67 \$44.90	\$7,976.80 \$46.02	\$8,176.13 \$47.17	\$8,380.67 \$48.35	\$8,588.67 \$49.55	\$8,803.60 \$50.79	\$9,022.00 \$52.05	\$9,247.33 \$53.35
91	Lead Field Operations Technician (2)	12	,	\$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 96	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) Lead Field Services Rep. (1)		\$6,546.80 \$37.77		\$6,877.87 \$39.68	\$7,049.47 \$40.67	\$7,226.27 \$41.69	\$7,406.53 \$42.73	\$7,592.00 \$43.80	\$7,782.67 \$44.90	\$7,976.80 \$46.02	\$8,176.13 \$47.17	\$8,380.67 \$48.35
99	Engineering Technician II (2)	10	\$74,755.20		\$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
	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		\$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) Collections System Operator II: WWTPO I (2)	9	\$71,136.00 \$5.928.00	\$72,924.80 \$6.077.07	\$74,755.20 \$6,229.60	\$76,627.20 \$6.385.60	\$78,561.60 \$6.546.80	\$80,516.80 \$6,709.73	\$82,534.40 \$6.877.87	\$84,593.60 \$7.049.47	\$86,715.20 \$7,226.27	\$88,878.40 \$7,406.53	\$91,104.00 \$7,592.00
105	Field Operations Technician II (4);		\$34.20		\$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 \$32.54	\$5,782.40 \$33.36	\$5,928.00 \$34.20	\$6,077.07	\$6,229.60 \$35.94	\$6,385.60 \$36.84	\$6,546.80	\$6,709.73	\$6,877.87 \$39.68	\$7,049.47	\$7,226.27
109	Field Services Rep. II/Backflow Specialist (1)	7				\$35.06			\$37.77 \$74,755.20	\$38.71		\$40.67	\$41.69
112	Field Operations Technician I (3); Field Service Rep. II Collections System Operator I (2); Admin. Assistant I (3)	/	\$64,417.60 \$5,368.13	\$66,019.20 \$5,501.60	\$67,683.20 \$5,640.27	\$69,388.80 \$5,782.40	\$71,136.00 \$5,928.00	\$72,924.80 \$6,077.07	\$74,755.20 \$6,229.60	\$76,627.20 \$6,385.60	\$78,561.60 \$6,546.80	\$80,516.80 \$6,709.73	\$82,534.40 \$6,877.87
113	Purchasing and Warehouse Specialist (1)		\$30.97		\$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			\$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 \$29.48	\$5,238.13 \$30.22	\$5,368.13 \$30.97	\$5,501.60 \$31.74	\$5,640.27 \$32.54	\$5,782.40 \$33.36	\$5,928.00 \$34.20	\$6,077.07 \$35.06	\$6,229.60 \$35.94	\$6,385.60 \$36.84	\$6,546.80 \$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		\$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		\$29.48	\$30.22	\$30.97	\$31.74	\$32.54	\$33.36	\$34.20	\$35.06	\$35.94
123	Office Specialist II Customer Service Rep. I	4	\$55,556.80 \$4,629.73	\$56,929.60 \$4,744.13	\$58,364.80 \$4,863.73	\$59,820.80 \$4,985.07	\$61,318.40 \$5,109.87	\$62,857.60 \$5,238.13	\$64,417.60 \$5,368.13	\$66,019.20 \$5,501.60	\$67,683.20 \$5,640.27	\$69,388.80 \$5,782.40	\$71,136.00 \$5,928.00
124			\$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		\$4,629.73	\$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	Office One deliver	-	\$25.41	\$26.05	\$26.71	\$27.37	\$28.06	\$28.76	\$29.48	\$30.22	\$30.97	\$31.74	\$32.54
131 132	Office Specialist I	2	\$50,315.20 \$4,192.93	\$51,563.20 \$4,296.93	\$52,852.80 \$4,404.40	\$54,184.00 \$4,515.33	\$55,556.80 \$4,629.73	\$56,929.60 \$4,744.13	\$58,364.80 \$4,863.73	\$59,820.80 \$4,985.07	\$61,318.40 \$5,109.87	\$62,857.60 \$5,238.13	\$64,417.60 \$5,368.13
133			\$24.19		\$25.41	\$26.05	\$26.71	\$27.37	\$28.06	\$28.76	\$29.48	\$30.22	\$30.97
133 135		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
136 137		_	\$3,988.40 \$23.01	\$4,090.67 \$23.60	\$4,192.93 \$24.19	\$4,296.93 \$24.79	\$4,404.40 \$25.41	\$4,515.33 \$26.05	\$4,629.73 \$26.71	\$4,744.13 \$27.37	\$4,863.73 \$28.06	\$4,985.07 \$28.76	\$5,109.87 \$29.48
137			φ∠3.01	φ <b>2</b> 3.60	φ24.19	φ24./9	φ∠J.41	φ20.05	φ20.71	φ21.31	φ∠ð.00	φ∠0.70	φ∠9.40