

MISSION SPRINGS WATER DISTRICT 2026-2027 SALARY MATRIX



Effective: 6/19/26
Adopted by the Board on: June XX, 2026
Resolution # 2026-XX

	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 and Chief Engineer	Contract	\$240,188.65	\$246,182.13	\$252,346.85	\$258,640.00	\$265,104.39	\$271,740.03	\$278,525.50	\$285,482.22	\$292,610.18	\$299,930.78	\$307,422.63	Annual
		\$20,015.72	\$20,515.18	\$21,028.90	\$21,553.33	\$22,092.03	\$22,645.00	\$23,210.46	\$23,790.18	\$24,384.18	\$24,994.23	\$25,618.55	Month
		\$115.48	\$118.36	\$121.32	\$124.35	\$127.45	\$130.64	\$133.91	\$137.25	\$140.68	\$144.20	\$147.80	\$/Hr.
Assistant General Manager (1)	31	\$217,006.73	\$222,422.26	\$228,009.04	\$233,702.85	\$239,567.89	\$245,539.97	\$251,683.28	\$257,955.03	\$264,398.02	\$271,012.25	\$277,797.72	Annual
		\$18,083.89	\$18,535.19	\$19,000.75	\$19,475.24	\$19,963.99	\$20,461.66	\$20,973.61	\$21,496.25	\$22,033.17	\$22,584.35	\$23,149.81	Month
		\$104.33	\$106.93	\$109.62	\$112.36	\$115.18	\$118.05	\$121.00	\$124.02	\$127.11	\$130.29	\$133.56	\$/Hr.
	30	\$206,560.95	\$211,719.62	\$217,006.73	\$222,422.26	\$228,009.04	\$233,702.85	\$239,567.89	\$245,539.97	\$251,683.28	\$257,955.03	\$264,398.02	Annual
		\$17,213.41	\$17,643.30	\$18,083.89	\$18,535.19	\$19,000.75	\$19,475.24	\$19,963.99	\$20,461.66	\$20,973.61	\$21,496.25	\$22,033.17	Month
		\$99.31	\$101.79	\$104.33	\$106.93	\$109.62	\$112.36	\$115.18	\$118.05	\$121.00	\$124.02	\$127.11	\$/Hr.
	29	\$196,586.09	\$201,530.71	\$206,560.95	\$211,719.62	\$217,006.73	\$222,422.26	\$228,009.04	\$233,702.85	\$239,567.89	\$245,539.97	\$251,683.28	Annual
		\$16,382.17	\$16,794.23	\$17,213.41	\$17,643.30	\$18,083.89	\$18,535.19	\$19,000.75	\$19,475.24	\$19,963.99	\$20,461.66	\$20,973.61	Month
		\$94.51	\$96.89	\$99.31	\$101.79	\$104.33	\$106.93	\$109.62	\$112.36	\$115.18	\$118.05	\$121.00	\$/Hr.
Director of Finance (1)	28	\$187,146.36	\$191,791.31	\$196,586.09	\$201,530.71	\$206,560.95	\$211,719.62	\$217,006.73	\$222,422.26	\$228,009.04	\$233,702.85	\$239,567.89	Annual
		\$15,595.53	\$15,982.61	\$16,382.17	\$16,794.23	\$17,213.41	\$17,643.30	\$18,083.89	\$18,535.19	\$19,000.75	\$19,475.24	\$19,963.99	Month
		\$89.97	\$92.21	\$94.51	\$96.89	\$99.31	\$101.79	\$104.33	\$106.93	\$109.62	\$112.36	\$115.18	\$/Hr.
Director of Operations (1)	27	\$178,113.33	\$182,565.63	\$187,146.36	\$191,791.31	\$196,586.09	\$201,530.71	\$206,560.95	\$211,719.62	\$217,006.73	\$222,422.26	\$228,009.04	Annual
		\$14,842.78	\$15,213.80	\$15,595.53	\$15,982.61	\$16,382.17	\$16,794.23	\$17,213.41	\$17,643.30	\$18,083.89	\$18,535.19	\$19,000.75	Month
		\$85.63	\$87.77	\$89.97	\$92.21	\$94.51	\$96.89	\$99.31	\$101.79	\$104.33	\$106.93	\$109.62	\$/Hr.
	26	\$169,529.82	\$173,768.06	\$178,113.33	\$182,565.63	\$187,146.36	\$191,791.31	\$196,586.09	\$201,530.71	\$206,560.95	\$211,719.62	\$217,006.73	Annual
		\$14,127.48	\$14,480.67	\$14,842.78	\$15,213.80	\$15,595.53	\$15,982.61	\$16,382.17	\$16,794.23	\$17,213.41	\$17,643.30	\$18,083.89	Month
		\$81.50	\$83.54	\$85.63	\$87.77	\$89.97	\$92.21	\$94.51	\$96.89	\$99.31	\$101.79	\$104.33	\$/Hr.
Engineering Manager (1)	25	\$161,353.00	\$165,398.60	\$169,529.82	\$173,768.06	\$178,113.33	\$182,565.63	\$187,146.36	\$191,791.31	\$196,586.09	\$201,530.71	\$206,560.95	Annual
		\$13,446.08	\$13,783.22	\$14,127.48	\$14,480.67	\$14,842.78	\$15,213.80	\$15,595.53	\$15,982.61	\$16,382.17	\$16,794.23	\$17,213.41	Month
		\$77.57	\$79.52	\$81.50	\$83.54	\$85.63	\$87.77	\$89.97	\$92.21	\$94.51	\$96.89	\$99.31	\$/Hr.
	24	\$153,582.88	\$157,414.43	\$161,353.00	\$165,398.60	\$169,529.82	\$173,768.06	\$178,113.33	\$182,565.63	\$187,146.36	\$191,791.31	\$196,586.09	Annual
		\$12,798.57	\$13,117.87	\$13,446.08	\$13,783.22	\$14,127.48	\$14,480.67	\$14,842.78	\$15,213.80	\$15,595.53	\$15,982.61	\$16,382.17	Month
		\$73.84	\$75.68	\$77.57	\$79.52	\$81.50	\$83.54	\$85.63	\$87.77	\$89.97	\$92.21	\$94.51	\$/Hr.
Human Resources Manager (1)	23	\$146,176.66	\$149,815.55	\$153,582.88	\$157,414.43	\$161,353.00	\$165,398.60	\$169,529.82	\$173,768.06	\$178,113.33	\$182,565.63	\$187,146.36	Annual
		\$12,181.39	\$12,484.63	\$12,798.57	\$13,117.87	\$13,446.08	\$13,783.22	\$14,127.48	\$14,480.67	\$14,842.78	\$15,213.80	\$15,595.53	Month
		\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.52	\$81.50	\$83.54	\$85.63	\$87.77	\$89.97	\$/Hr.
Accounting Manager (1) Innovation & Technology Manager (1)	22	\$139,134.32	\$142,601.98	\$146,176.66	\$149,815.55	\$153,582.88	\$157,414.43	\$161,353.00	\$165,398.60	\$169,529.82	\$173,768.06	\$178,113.33	Annual
		\$11,594.53	\$11,883.50	\$12,181.39	\$12,484.63	\$12,798.57	\$13,117.87	\$13,446.08	\$13,783.22	\$14,127.48	\$14,480.67	\$14,842.78	Month
		\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.52	\$81.50	\$83.54	\$85.63	\$/Hr.
	21	\$132,434.47	\$135,752.29	\$139,134.32	\$142,601.98	\$146,176.66	\$149,815.55	\$153,582.88	\$157,414.43	\$161,353.00	\$165,398.60	\$169,529.82	Annual
		\$11,036.21	\$11,312.69	\$11,594.53	\$11,883.50	\$12,181.39	\$12,484.63	\$12,798.57	\$13,117.87	\$13,446.08	\$13,783.22	\$14,127.48	Month
		\$63.67	\$65.27	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.52	\$81.50	\$/Hr.
Water Operations Superintendent (2) Chief Plant Operator (1)	20	\$126,055.69	\$129,202.27	\$132,434.47	\$135,752.29	\$139,134.32	\$142,601.98	\$146,176.66	\$149,815.55	\$153,582.88	\$157,414.43	\$161,353.00	Annual
		\$10,504.64	\$10,766.86	\$11,036.21	\$11,312.69	\$11,594.53	\$11,883.50	\$12,181.39	\$12,484.63	\$12,798.57	\$13,117.87	\$13,446.08	Month
		\$60.60	\$62.12	\$63.67	\$65.27	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$/Hr.
Associate Engineer (1)	19	\$119,976.59	\$122,973.33	\$126,055.69	\$129,202.27	\$132,434.47	\$135,752.29	\$139,134.32	\$142,601.98	\$146,176.66	\$149,815.55	\$153,582.88	Annual

		\$9,998.05	\$10,247.78	\$10,504.64	\$10,766.86	\$11,036.21	\$11,312.69	\$11,594.53	\$11,883.50	\$12,181.39	\$12,484.63	\$12,798.57	Month
		\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.27	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$/Hr.
	18	\$114,197.17	\$117,065.48	\$119,976.59	\$122,973.33	\$126,055.69	\$129,202.27	\$132,434.47	\$135,752.29	\$139,134.32	\$142,601.98	\$146,176.66	Annual
		\$9,516.43	\$9,755.46	\$9,998.05	\$10,247.78	\$10,504.64	\$10,766.86	\$11,036.21	\$11,312.69	\$11,594.53	\$11,883.50	\$12,181.39	Month
		\$54.90	\$56.28	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.27	\$66.89	\$68.56	\$70.28	\$/Hr.
Customer Service Manager	17	\$108,717.42	\$111,414.48	\$114,197.17	\$117,065.48	\$119,976.59	\$122,973.33	\$126,055.69	\$129,202.27	\$132,434.47	\$135,752.29	\$139,134.32	Annual
WWTP Supervisor; Compliance & Safety Officer (1)		\$9,059.78	\$9,284.54	\$9,516.43	\$9,755.46	\$9,998.05	\$10,247.78	\$10,504.64	\$10,766.86	\$11,036.21	\$11,312.69	\$11,594.53	Month
Water Production Supervisor (1)		\$52.27	\$53.56	\$54.90	\$56.28	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.27	\$66.89	\$/Hr.
C&M Supervisor (1)	16	\$103,494.53	\$106,063.16	\$108,717.42	\$111,414.48	\$114,197.17	\$117,065.48	\$119,976.59	\$122,973.33	\$126,055.69	\$129,202.27	\$132,434.47	Annual
		\$8,624.54	\$8,838.60	\$9,059.78	\$9,284.54	\$9,516.43	\$9,755.46	\$9,998.05	\$10,247.78	\$10,504.64	\$10,766.86	\$11,036.21	Month
		\$49.76	\$50.99	\$52.27	\$53.56	\$54.90	\$56.28	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$/Hr.
Programs and Public Affairs Specialist (1)	15	\$98,507.10	\$100,968.71	\$103,494.53	\$106,063.16	\$108,717.42	\$111,414.48	\$114,197.17	\$117,065.48	\$119,976.59	\$122,973.33	\$126,055.69	Annual
Executive Assistant (1); GIS Specialist (1)		\$8,208.92	\$8,414.06	\$8,624.54	\$8,838.60	\$9,059.78	\$9,284.54	\$9,516.43	\$9,755.46	\$9,998.05	\$10,247.78	\$10,504.64	Month
Lead WWTP (1)		\$47.36	\$48.54	\$49.76	\$50.99	\$52.27	\$53.56	\$54.90	\$56.28	\$57.68	\$59.12	\$60.60	\$/Hr.
	14	\$93,755.13	\$96,109.71	\$98,507.10	\$100,968.71	\$103,494.53	\$106,063.16	\$108,717.42	\$111,414.48	\$114,197.17	\$117,065.48	\$119,976.59	Annual
		\$7,812.93	\$8,009.14	\$8,208.92	\$8,414.06	\$8,624.54	\$8,838.60	\$9,059.78	\$9,284.54	\$9,516.43	\$9,755.46	\$9,998.05	Month
		\$45.07	\$46.21	\$47.36	\$48.54	\$49.76	\$50.99	\$52.27	\$53.56	\$54.90	\$56.28	\$57.68	\$/Hr.
Lead Water Production Operator (1); CSR Supervisor (1)	13	\$89,238.61	\$91,464.76	\$93,755.13	\$96,109.71	\$98,507.10	\$100,968.71	\$103,494.53	\$106,063.16	\$108,717.42	\$111,414.48	\$114,197.17	Annual
WWTP III; Construction Inspector (1)		\$7,436.55	\$7,622.06	\$7,812.93	\$8,009.14	\$8,208.92	\$8,414.06	\$8,624.54	\$8,838.60	\$9,059.78	\$9,284.54	\$9,516.43	Month
Business Analyst (1); Contracts Analyst (1); Accountant (2)		\$42.90	\$43.97	\$45.07	\$46.21	\$47.36	\$48.54	\$49.76	\$50.99	\$52.27	\$53.56	\$54.90	\$/Hr.
Lead Field Operations Technician (2)	12	\$84,936.15	\$87,055.27	\$89,238.61	\$91,464.76	\$93,755.13	\$96,109.71	\$98,507.10	\$100,968.71	\$103,494.53	\$106,063.16	\$108,717.42	Annual
Lead Facilities Maintenance Worker (1)		\$7,078.01	\$7,254.61	\$7,436.55	\$7,622.06	\$7,812.93	\$8,009.14	\$8,208.92	\$8,414.06	\$8,624.54	\$8,838.60	\$9,059.78	Month
Sr. Engineering Technician (1)		\$40.83	\$41.85	\$42.90	\$43.97	\$45.07	\$46.21	\$47.36	\$48.54	\$49.76	\$50.99	\$52.27	\$/Hr.
Lead Collections System Operator (1)	11	\$80,847.74	\$82,859.84	\$84,936.15	\$87,055.27	\$89,238.61	\$91,464.76	\$93,755.13	\$96,109.71	\$98,507.10	\$100,968.71	\$103,494.53	Annual
WWTP II (4)		\$6,737.31	\$6,904.99	\$7,078.01	\$7,254.61	\$7,436.55	\$7,622.06	\$7,812.93	\$8,009.14	\$8,208.92	\$8,414.06	\$8,624.54	Month
Lead Field Services Rep. (1)		\$38.87	\$39.84	\$40.83	\$41.85	\$42.90	\$43.97	\$45.07	\$46.21	\$47.36	\$48.54	\$49.76	\$/Hr.
Engineering Technician II (1)	10	\$76,930.58	\$78,857.05	\$80,847.74	\$82,859.84	\$84,936.15	\$87,055.27	\$89,238.61	\$91,464.76	\$93,755.13	\$96,109.71	\$98,507.10	Annual
Water Production Operator II (1)		\$6,410.88	\$6,571.42	\$6,737.31	\$6,904.99	\$7,078.01	\$7,254.61	\$7,436.55	\$7,622.06	\$7,812.93	\$8,009.14	\$8,208.92	Month
		\$36.99	\$37.91	\$38.87	\$39.84	\$40.83	\$41.85	\$42.90	\$43.97	\$45.07	\$46.21	\$47.36	\$/Hr.
Administrative Assistant II (1); Sr Customer Service Rep	9	\$73,206.06	\$75,046.91	\$76,930.58	\$78,857.05	\$80,847.74	\$82,859.84	\$84,936.15	\$87,055.27	\$89,238.61	\$91,464.76	\$93,755.13	Annual
Collections System Operator II; WWTP I (1)		\$6,100.50	\$6,253.91	\$6,410.88	\$6,571.42	\$6,737.31	\$6,904.99	\$7,078.01	\$7,254.61	\$7,436.55	\$7,622.06	\$7,812.93	Month
Field Operations Technician II (4);		\$35.20	\$36.08	\$36.99	\$37.91	\$38.87	\$39.84	\$40.83	\$41.85	\$42.90	\$43.97	\$45.07	\$/Hr.
Accounting Technician (1); Engineering Technician I	8	\$69,652.78	\$71,408.01	\$73,206.06	\$75,046.91	\$76,930.58	\$78,857.05	\$80,847.74	\$82,859.84	\$84,936.15	\$87,055.27	\$89,238.61	Annual
Water Production Op I		\$5,804.40	\$5,950.67	\$6,100.50	\$6,253.91	\$6,410.88	\$6,571.42	\$6,737.31	\$6,904.99	\$7,078.01	\$7,254.61	\$7,436.55	Month
Field Services Rep. II/Backflow Specialist (1)		\$33.49	\$34.33	\$35.20	\$36.08	\$36.99	\$37.91	\$38.87	\$39.84	\$40.83	\$41.85	\$42.90	\$/Hr.
Field Operations Technician I (3); Field Service Rep. II	7	\$66,292.15	\$67,940.36	\$69,652.78	\$71,408.01	\$73,206.06	\$75,046.91	\$76,930.58	\$78,857.05	\$80,847.74	\$82,859.84	\$84,936.15	Annual
Collections System Operator I (2); Admin. Assistant I (2)		\$5,524.35	\$5,661.70	\$5,804.40	\$5,950.67	\$6,100.50	\$6,253.91	\$6,410.88	\$6,571.42	\$6,737.31	\$6,904.99	\$7,078.01	Month
Purchasing and Warehouse Specialist (1)		\$31.87	\$32.66	\$33.49	\$34.33	\$35.20	\$36.08	\$36.99	\$37.91	\$38.87	\$39.84	\$40.83	\$/Hr.
Customer Service Rep II (2)	6	\$63,102.77	\$64,686.76	\$66,292.15	\$67,940.36	\$69,652.78	\$71,408.01	\$73,206.06	\$75,046.91	\$76,930.58	\$78,857.05	\$80,847.74	Annual
W.W. Operator Trainee		\$5,258.56	\$5,390.56	\$5,524.35	\$5,661.70	\$5,804.40	\$5,950.67	\$6,100.50	\$6,253.91	\$6,410.88	\$6,571.42	\$6,737.31	Month
		\$30.34	\$31.10	\$31.87	\$32.66	\$33.49	\$34.33	\$35.20	\$36.08	\$36.99	\$37.91	\$38.87	\$/Hr.
Field Service Rep. I (1)	5	\$60,063.22	\$61,561.59	\$63,102.77	\$64,686.76	\$66,292.15	\$67,940.36	\$69,652.78	\$71,408.01	\$73,206.06	\$75,046.91	\$76,930.58	Annual
		\$5,005.27	\$5,130.13	\$5,258.56	\$5,390.56	\$5,524.35	\$5,661.70	\$5,804.40	\$5,950.67	\$6,100.50	\$6,253.91	\$6,410.88	Month
		\$28.88	\$29.60	\$30.34	\$31.10	\$31.87	\$32.66	\$33.49	\$34.33	\$35.20	\$36.08	\$36.99	\$/Hr.
Office Specialist II	4	\$57,173.50	\$58,586.25	\$60,063.22	\$61,561.59	\$63,102.77	\$64,686.76	\$66,292.15	\$67,940.36	\$69,652.78	\$71,408.01	\$73,206.06	Annual
Customer Service Rep. I (1)		\$4,764.46	\$4,882.19	\$5,005.27	\$5,130.13	\$5,258.56	\$5,390.56	\$5,524.35	\$5,661.70	\$5,804.40	\$5,950.67	\$6,100.50	Month
		\$27.49	\$28.17	\$28.88	\$29.60	\$30.34	\$31.10	\$31.87	\$32.66	\$33.49	\$34.33	\$35.20	\$/Hr.
	3	\$54,390.82	\$55,760.75	\$57,173.50	\$58,586.25	\$60,063.22	\$61,561.59	\$63,102.77	\$64,686.76	\$66,292.15	\$67,940.36	\$69,652.78	Annual
		\$4,532.57	\$4,646.73	\$4,764.46	\$4,882.19	\$5,005.27	\$5,130.13	\$5,258.56	\$5,390.56	\$5,524.35	\$5,661.70	\$5,804.40	Month
		\$26.15	\$26.81	\$27.49	\$28.17	\$28.88	\$29.60	\$30.34	\$31.10	\$31.87	\$32.66	\$33.49	\$/Hr.
Office Specialist I	2	\$51,779.37	\$53,063.69	\$54,390.82	\$55,760.75	\$57,173.50	\$58,586.25	\$60,063.22	\$61,561.59	\$63,102.77	\$64,686.76	\$66,292.15	Annual
		\$4,314.95	\$4,421.97	\$4,532.57	\$4,646.73	\$4,764.46	\$4,882.19	\$5,005.27	\$5,130.13	\$5,258.56	\$5,390.56	\$5,524.35	Month

		\$24.89	\$25.51	\$26.15	\$26.81	\$27.49	\$28.17	\$28.88	\$29.60	\$30.34	\$31.10	\$31.87	\$/Hr.
	1	\$49,253.55	\$50,516.46	\$51,779.37	\$53,063.69	\$54,390.82	\$55,760.75	\$57,173.50	\$58,586.25	\$60,063.22	\$61,561.59	\$63,102.77	Annual
		\$4,104.46	\$4,209.71	\$4,314.95	\$4,421.97	\$4,532.57	\$4,646.73	\$4,764.46	\$4,882.19	\$5,005.27	\$5,130.13	\$5,258.56	Month
		\$23.68	\$24.29	\$24.89	\$25.51	\$26.15	\$26.81	\$27.49	\$28.17	\$28.88	\$29.60	\$30.34	\$/Hr.

New position