

MISSION SPRINGS WATER DISTRICT



Effective July 1, 2023

Adopted by the Board as of June 19, 2023

Resolution #2023-14

	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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$265,356.00 22,113.00 \$277,469.00 \$/Hr.
Interim General Manager	31	\$196,144.00 16,345.33 94.30	\$201,052.80 16,754.40 96.66	\$206,086.40 17,173.87 99.08	\$211,244.80 17,603.73 101.56	\$216,528.00 18,044.00 104.10	\$221,936.00 18,494.67 106.70	\$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	Annual Month \$/Hr.
Assistant General Manager (1)	30	\$186,700.80 15,558.40 89.76	\$191,360.00 15,946.67 92.00	\$196,144.00 16,345.33 94.30	\$201,052.80 16,754.40 96.66	\$206,086.40 17,173.87 99.08	\$211,244.80 17,603.73 101.56	\$216,528.00 18,044.00 106.70	\$221,936.00 18,494.67 109.37	\$227,489.60 18,957.47 109.37	\$233,168.00 19,430.67 112.10	\$238,992.00 19,916.00 114.90	Annual Month \$/Hr.
Director of Finance (1)	29	\$177,694.40 14,807.87 85.43	\$182,145.60 15,178.80 87.57	\$186,700.80 15,558.40 89.76	\$191,360.00 15,946.67 92.00	\$196,144.00 16,345.33 94.30	\$201,052.80 16,754.40 96.66	\$206,086.40 17,173.87 99.08	\$211,244.80 17,603.73 101.56	\$216,528.00 18,044.00 104.10	\$221,936.00 18,494.67 106.70	\$227,489.60 18,957.47 109.37	Annual Month \$/Hr.
Director of Operations (1)	28	\$169,145.60 14,095.47 81.32	\$173,368.00 14,447.33 83.35	\$177,694.40 14,807.87 85.43	\$182,145.60 15,178.80 87.57	\$186,700.80 15,558.40 89.76	\$191,360.00 15,946.67 92.00	\$196,144.00 16,345.33 94.30	\$201,052.80 16,754.40 96.66	\$206,086.40 17,173.87 99.08	\$211,244.80 17,603.73 101.56	\$216,528.00 18,044.00 104.10	Annual Month \$/Hr.
Engineering Manager (1)	27	\$160,992.00 13,416.00 77.40	\$165,027.20 13,752.27 79.34	\$169,145.60 14,095.47 81.32	\$173,368.00 14,447.33 83.35	\$177,694.40 14,807.87 85.43	\$182,145.60 15,178.80 87.57	\$186,700.80 15,558.40 89.76	\$191,360.00 15,946.67 92.00	\$196,144.00 16,345.33 94.30	\$201,052.80 16,754.40 96.66	\$206,086.40 17,173.87 99.08	Annual Month \$/Hr.
Government & Public Affairs Manager (1) Human Resources Manager (1) Innovation & Technology Manager (1)	26	\$153,233.60 12,769.47 73.67	\$157,060.80 13,088.40 75.51	\$160,992.00 13,416.00 77.40	\$165,027.20 13,752.27 79.34	\$169,145.60 14,095.47 81.32	\$173,368.00 14,447.33 83.35	\$177,694.40 14,807.87 85.43	\$182,145.60 15,178.80 87.57	\$186,700.80 15,558.40 89.76	\$191,360.00 15,946.67 92.00	\$196,144.00 16,345.33 94.30	Annual Month \$/Hr.
Accounting Manager (1)	25	\$145,849.60 12,154.13 70.12	\$149,489.60 12,457.47 71.87	\$153,233.60 12,769.47 73.67	\$157,060.80 13,088.40 75.51	\$160,992.00 13,416.00 77.40	\$165,027.20 13,752.27 79.34	\$169,145.60 14,095.47 81.32	\$173,368.00 14,447.33 83.35	\$177,694.40 14,807.87 85.43	\$182,145.60 15,178.80 87.57	\$186,700.80 15,558.40 89.76	Annual Month \$/Hr.
Chief Plant Operator (1) Field Operations Superintendent (1)	24	\$138,819.20 11,568.27 66.74	\$142,292.80 11,857.73 68.41	\$145,849.60 12,154.13 70.12	\$149,489.60 12,457.47 71.87	\$153,233.60 12,769.47 73.67	\$157,060.80 13,088.40 75.51	\$160,992.00 13,416.00 77.40	\$165,027.20 13,752.27 79.34	\$169,145.60 14,095.47 81.32	\$173,368.00 14,447.33 83.35	\$177,694.40 14,807.87 85.43	Annual Month \$/Hr.
Customer Service Manager (1)	23	\$132,121.60 11,010.13 63.52	\$135,428.80 11,285.73 65.11	\$138,819.20 11,568.27 66.74	\$142,292.80 11,857.73 68.41	\$145,849.60 12,154.13 70.12	\$149,489.60 12,457.47 71.87	\$153,233.60 12,769.47 73.67	\$157,060.80 13,088.40 75.51	\$160,992.00 13,416.00 77.40	\$165,027.20 13,752.27 79.34	\$169,145.60 14,095.47 81.32	Annual Month \$/Hr.
Executive Assistant (1)	22	\$125,756.80 10,479.73 60.46	\$128,897.60 10,741.47 61.97	\$132,121.60 11,010.13 63.52	\$135,428.80 11,285.73 65.11	\$138,819.20 11,568.27 66.74	\$142,292.80 11,857.73 68.41	\$145,849.60 12,154.13 70.12	\$149,489.60 12,457.47 71.87	\$153,233.60 12,769.47 73.67	\$157,060.80 13,088.40 75.51	\$160,992.00 13,416.00 77.40	Annual Month \$/Hr.
Water Production Supervisor (1)	21	\$119,704.00 9,975.33 57.55	\$122,699.20 10,224.93 58.99	\$125,756.80 10,479.73 60.46	\$128,897.60 10,741.47 61.97	\$132,121.60 11,010.13 63.52	\$135,428.80 11,285.73 65.11	\$138,819.20 11,568.27 66.74	\$142,292.80 11,857.73 68.41	\$145,849.60 12,154.13 70.12	\$149,489.60 12,457.47 71.87	\$153,233.60 12,769.47 73.67	Annual Month \$/Hr.
Associate Engineer (1)	20	\$113,942.40 9,495.20 54.78	\$116,792.00 9,732.67 56.15	\$119,704.00 9,975.33 57.55	\$122,699.20 10,224.93 58.99	\$125,756.80 10,479.73 60.46	\$128,897.60 10,741.47 61.97	\$132,121.60 11,010.13 63.52	\$135,428.80 11,285.73 65.11	\$138,819.20 11,568.27 66.74	\$142,292.80 11,857.73 68.41	\$145,849.60 12,154.13 70.12	Annual Month \$/Hr.
Interim General Manager	19	\$108,451.20 9,037.60 52.14	\$111,155.20 9,262.93 53.44	\$113,942.40 9,495.20 54.78	\$116,792.00 9,732.67 56.15	\$119,704.00 9,975.33 57.55	\$122,699.20 10,224.93 58.99	\$125,756.80 10,479.73 60.46	\$128,897.60 10,741.47 61.97	\$132,121.60 11,010.13 63.52	\$135,428.80 11,285.73 65.11	\$138,819.20 11,568.27 66.74	Annual Month \$/Hr.
Customer Service Manager (1)	18	\$103,230.40 8,602.53 49.63	\$105,809.60 8,817.47 50.87	\$108,451.20 9,037.60 52.14	\$111,155.20 9,262.93 53.44	\$113,942.40 9,495.20 54.78	\$116,792.00 9,732.67 56.15	\$119,704.00 9,975.33 57.55	\$122,699.20 10,224.93 58.99	\$125,756.80 10,479.73 60.46	\$128,897.60 10,741.47 61.97	\$132,121.60 11,010.13 63.52	Annual Month \$/Hr.
Executive Assistant (1)	17	\$98,259.20 8,188.27 47.24	\$100,713.60 8,392.80 48.42	\$103,230.40 8,602.53 49.63	\$105,809.60 8,817.47 50.87	\$108,451.20 9,037.60 52.14	\$111,155.20 9,262.93 53.44	\$113,942.40 9,495.20 54.78	\$116,792.00 9,732.67 56.15	\$119,704.00 9,975.33 57.55	\$122,699.20 10,224.93 58.99	\$125,756.80 10,479.73 60.46	Annual Month \$/Hr.
Executive Assistant (1)	16	\$93,537.60 7,794.80 44.97	\$95,867.20 7,988.93 46.09	\$98,259.20 8,188.27 47.24	\$100,713.60 8,392.80 48.42	\$103,230.40 8,602.53 49.63	\$105,809.60 8,817.47 50.87	\$108,451.20 9,037.60 52.14	\$111,155.20 9,262.93 53.44	\$113,942.40 9,495.20 54.78	\$116,792.00 9,732.67 56.15	\$119,704.00 9,975.33 57.55	Annual Month \$/Hr.
Executive Assistant (1)	15	\$89,024.00	\$91,249.60	\$93,537.60	\$95,867.20	\$98,259.20	\$100,713.60	\$103,230.40	\$105,809.60	\$108,451.20	\$111,155.20	\$113,942.40	Annual

Lead WWTPO (1)		7,418.67 42.80	7,604.13 43.87	7,794.80 44.97	7,988.93 46.09	8,188.27 47.24	8,392.80 48.42	8,602.53 49.63	8,817.47 50.87	9,037.60 52.14	9,262.93 53.44	9,495.20 54.78	Month \$/Hr.
GIS Specialist (1)	14	\$ 84,739.20 7,061.60 40.74	\$ 86,860.80 7,238.40 41.76	\$ 89,024.00 7,418.67 42.80	\$ 91,249.60 7,604.13 43.87	\$ 93,537.60 7,794.80 44.97	\$ 95,867.20 7,988.93 46.09	\$ 98,259.20 8,188.27 47.24	\$ 100,713.60 8,392.80 48.42	\$ 103,230.40 8,602.53 49.63	\$ 105,809.60 8,817.47 50.87	\$ 108,451.20 9,037.60 52.14	Annual Month \$/Hr.
	13	\$ 80,662.40 6,721.87 38.78	\$ 82,680.00 6,890.00 39.75	\$ 84,739.20 7,061.60 40.74	\$ 86,860.80 7,238.40 41.76	\$ 89,024.00 7,418.67 42.80	\$ 91,249.60 7,604.13 43.87	\$ 93,537.60 7,794.80 44.97	\$ 95,867.20 7,988.93 46.09	\$ 98,259.20 8,188.27 47.24	\$ 100,713.60 8,392.80 48.42	\$ 103,230.40 8,602.53 49.63	Annual Month \$/Hr.
Accountant (1) Lead Facilities Maintenance Worker (1) Lead Field Operations Technician (2)	12	\$ 76,772.80 6,397.73 36.91	\$ 78,686.40 6,557.20 37.83	\$ 80,662.40 6,721.87 38.78	\$ 82,680.00 6,890.00 39.75	\$ 84,739.20 7,061.60 40.74	\$ 86,860.80 7,238.40 41.76	\$ 89,024.00 7,418.67 42.80	\$ 91,249.60 7,604.13 43.87	\$ 93,537.60 7,794.80 44.97	\$ 95,867.20 7,988.93 46.09	\$ 98,259.20 8,188.27 47.24	Annual Month \$/Hr.
Lead Collections System Operator WWTPO II (3) Lead Field Services Rep. (1)	11	\$ 73,070.40 6,089.20 35.13	\$ 74,900.80 6,241.73 36.01	\$ 76,772.80 6,397.73 36.91	\$ 78,686.40 6,557.20 37.83	\$ 80,662.40 6,721.87 38.78	\$ 82,680.00 6,890.00 39.75	\$ 84,739.20 7,061.60 40.74	\$ 86,860.80 7,238.40 41.76	\$ 89,024.00 7,418.67 42.80	\$ 91,249.60 7,604.13 43.87	\$ 93,537.60 7,794.80 44.97	Annual Month \$/Hr.
Engineering Technician II (2) Water Production Operator II (2)	10	\$ 69,534.40 5,794.53 33.43	\$ 71,281.60 5,940.13 34.27	\$ 73,070.40 6,089.20 35.13	\$ 74,900.80 6,241.73 36.01	\$ 76,772.80 6,397.73 36.91	\$ 78,686.40 6,557.20 37.83	\$ 80,662.40 6,721.87 38.78	\$ 82,680.00 6,890.00 39.75	\$ 84,739.20 7,061.60 40.74	\$ 86,860.80 7,238.40 41.76	\$ 89,024.00 7,418.67 42.80	Annual Month \$/Hr.
Administrative Assistant II (1); WWTPO I (2) Collections System Operator II (2) Field Operations Technician II (3)	9	\$ 66,164.80 5,513.73 31.81	\$ 67,828.80 5,652.40 32.61	\$ 69,534.40 5,794.53 33.43	\$ 71,281.60 5,940.13 34.27	\$ 73,070.40 6,089.20 35.13	\$ 74,900.80 6,241.73 36.01	\$ 76,772.80 6,397.73 36.91	\$ 78,686.40 6,557.20 37.83	\$ 80,662.40 6,721.87 38.78	\$ 82,680.00 6,890.00 39.75	\$ 84,739.20 7,061.60 40.74	Annual Month \$/Hr.
Accounting Technician (1); Engineering Technician I Sr. Customer Service Rep (1); Water Production Op I (2) Field Services Rep. II/Backflow Specialist (1)	8	\$ 62,961.60 5,246.80 30.27	\$ 64,542.40 5,378.53 31.03	\$ 66,164.80 5,513.73 31.81	\$ 67,828.80 5,652.40 32.61	\$ 69,534.40 5,794.53 33.43	\$ 71,281.60 5,940.13 34.27	\$ 73,070.40 6,089.20 35.13	\$ 74,900.80 6,241.73 36.01	\$ 76,772.80 6,397.73 36.91	\$ 78,686.40 6,557.20 37.83	\$ 80,662.40 6,721.87 38.78	Annual Month \$/Hr.
Field Operations Technician I (4); Field Service Rep. II (1) Collections System Operator I ; Admin. Assistant I Purchasing and Warehouse Specialist (1)	7	\$ 59,924.80 4,993.73 28.81	\$ 61,422.40 5,118.53 29.53	\$ 62,961.60 5,246.80 30.27	\$ 64,542.40 5,378.53 31.03	\$ 66,164.80 5,513.73 31.81	\$ 67,828.80 5,652.40 32.61	\$ 69,534.40 5,794.53 33.43	\$ 71,281.60 5,940.13 34.27	\$ 73,070.40 6,089.20 35.13	\$ 74,900.80 6,241.73 36.01	\$ 76,772.80 6,397.73 36.91	Annual Month \$/Hr.
W.W. Operator Trainee	6	\$ 57,033.60 4,752.80 27.42	\$ 58,468.80 4,872.40 28.11	\$ 59,924.80 4,993.73 28.81	\$ 61,422.40 5,118.53 29.53	\$ 62,961.60 5,246.80 30.27	\$ 64,542.40 5,378.53 31.03	\$ 66,164.80 5,513.73 31.81	\$ 67,828.80 5,652.40 32.61	\$ 69,534.40 5,794.53 33.43	\$ 71,281.60 5,940.13 34.27	\$ 73,070.40 6,089.20 35.13	Annual Month \$/Hr.
Field Service Rep. I (1) Customer Service Rep II (2)	5	\$ 54,288.00 4,524.00 26.10	\$ 55,640.00 4,636.67 26.75	\$ 57,033.60 4,752.80 27.42	\$ 58,468.80 4,872.40 28.11	\$ 59,924.80 4,993.73 28.81	\$ 61,422.40 5,118.53 29.53	\$ 62,961.60 5,246.80 30.27	\$ 64,542.40 5,378.53 31.03	\$ 66,164.80 5,513.73 31.81	\$ 67,828.80 5,652.40 32.61	\$ 69,534.40 5,794.53 33.43	Annual Month \$/Hr.
Office Specialist II (3)	4	\$ 51,667.20 4,305.60 24.84	\$ 52,956.80 4,413.07 25.46	\$ 54,288.00 4,524.00 26.10	\$ 55,640.00 4,636.67 26.75	\$ 57,033.60 4,752.80 27.42	\$ 58,468.80 4,872.40 28.11	\$ 59,924.80 4,993.73 28.81	\$ 61,422.40 5,118.53 29.53	\$ 62,961.60 5,246.80 30.27	\$ 64,542.40 5,378.53 31.03	\$ 66,164.80 5,513.73 31.81	Annual Month \$/Hr.
Customer Service Rep. I	3	\$ 49,171.20 4,097.60 23.64	\$ 50,398.40 4,199.87 24.23	\$ 51,667.20 4,305.60 24.84	\$ 52,956.80 4,413.07 25.46	\$ 54,288.00 4,524.00 26.10	\$ 55,640.00 4,636.67 26.75	\$ 57,033.60 4,752.80 27.42	\$ 58,468.80 4,872.40 28.11	\$ 59,924.80 4,993.73 28.81	\$ 61,422.40 5,118.53 29.53	\$ 62,961.60 5,246.80 30.27	Annual Month \$/Hr.
Office Specialist I	2	\$ 46,800.00 3,900.00 22.50	\$ 47,964.80 3,997.07 23.06	\$ 49,171.20 4,097.60 23.64	\$ 50,398.40 4,199.87 24.23	\$ 51,667.20 4,305.60 24.84	\$ 52,956.80 4,413.07 25.46	\$ 54,288.00 4,524.00 26.10	\$ 55,640.00 4,636.67 26.75	\$ 57,033.60 4,752.80 27.42	\$ 58,468.80 4,872.40 28.11	\$ 59,924.80 4,993.73 28.81	Annual Month \$/Hr.
	1	\$ 44,532.80 3,711.07 21.41	\$ 45,656.00 3,804.67 21.95	\$ 46,800.00 3,900.00 22.50	\$ 47,964.80 3,997.07 23.06	\$ 49,171.20 4,097.60 23.64	\$ 50,398.40 4,199.87 24.23	\$ 51,667.20 4,305.60 24.84	\$ 52,956.80 4,413.07 25.46	\$ 54,288.00 4,524.00 26.10	\$ 55,640.00 4,636.67 26.75	\$ 57,033.60 4,752.80 27.42	Annual Month \$/Hr.