MISSION SPRINGS WATER DISTRICT



FY 2025



Resolution #2024-21									Value is our Mission			
	Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F
		\$227,489.60	\$233,168.00	\$238,992.00	\$244,961.60	\$251,076.80	\$257,358.40	\$263,785.60	\$270,379.20	\$277,139.20	\$284,065.60	\$291,158.40 Ann
General Manager	Contract	\$18,957.47 \$109.37	\$19,430.67 \$112.10	\$19,916.00 \$114.90	\$20,413.47 \$117.77	\$20,923.07 \$120.71	\$21,446.53 \$123.73	\$21,982.13 \$126.82	\$22,531.60 \$129.99	\$23,094.93 \$133.24	\$23,672.13 \$136.57	\$24,263.20 Mo \$139.98 \$/H
	30	\$195,625.10	\$200,507.01	\$205,519.68	\$210,663.12	\$215,937.33	\$221,342.30	\$226,878.04	\$232,544.54	\$238,363.60	\$244,313.43	\$250,415.82 Ann
		\$16,302.09 \$94.05	\$16,708.92 \$96.40	\$17,126.64 \$98.81	\$17,555.26 \$101.28	\$17,994.78 \$103.82	\$18,445.19 \$106.41	\$18,906.50 \$109.08	\$19,378.71 \$111.80	\$19,863.63 \$114.60	\$20,359.45 \$117.46	\$20,867.98 Mo \$120.39 \$/H
Assistant General Manager (1)	29	\$186,188.19	\$190,852.16	\$195,625.10	\$200,507.01	\$205,519.68	\$210,663.12	\$215,937.33	\$221,342.30	\$226,878.04	\$232,544.54	\$238,363.60 Ann
		\$15,515.68 \$89.51	\$15,904.35 \$91.76	\$16,302.09 \$94.05	\$16,708.92 \$96.40	\$17,126.64 \$98.81	\$17,555.26 \$101.28	\$17,994.78 \$103.82	\$18,445.19 \$106.41	\$18,906.50 \$109.08	\$19,378.71 \$111.80	\$19,863.63 Mo \$114.60 \$/H
	28	\$177,230.76	\$181,654.99	\$186,188.19	\$190,852.16	\$195,625.10	\$200,507.01	\$205,519.68	\$210,663.12	\$215,937.33	\$221,342.30	\$226,878.04 Ann
		\$14,769.23 \$85.21	\$15,137.92 \$87.33	\$15,515.68 \$89.51	\$15,904.35 \$91.76	\$16,302.09 \$94.05	\$16,708.92 \$96.40	\$17,126.64 \$98.81	\$17,555.26 \$101.28	\$17,994.78 \$103.82	\$18,445.19 \$106.41	\$18,906.50 Mo \$109.08 \$/H
Director of Finance (1)	27	\$168,687.42 \$14,057.28	\$172,915.50 \$14,409.63	\$177,230.76 \$14,769.23	\$181,654.99 \$15,137.92	\$186,188.19 \$15,515.68	\$190,852.16 \$15,904.35	\$195,625.10 \$16,302.09	\$200,507.01 \$16,708.92	\$205,519.68 \$17,126.64	\$210,663.12 \$17,555.26	\$215,937.33 Ann \$17,994.78 Mo
		\$14,057.28 \$81.10	\$14,409.65 \$83.13	\$14,769.23	\$15,137.92 \$87.33	\$15,515.68 \$89.51	\$15,904.35	\$16,302.09 \$94.05	\$16,708.92	\$17,120.04 \$98.81	\$17,555.26 \$101.28	\$103.82 \$/H
Director of Operations (1)	26	\$160,558.17 \$13,379.85	\$164,568.31 \$13.714.03	\$168,687.42 \$14,057.28	\$172,915.50 \$14,409.63	\$177,230.76 \$14,769.23	\$181,654.99 \$15,137.92	\$186,188.19 \$15.515.68	\$190,852.16 \$15,904.35	\$195,625.10 \$16,302.09	\$200,507.01 \$16,708.92	\$205,519.68 Ann \$17,126.64 Mo
		\$77.19	\$79.12	\$81.10	\$83.13	\$85.21	\$87.33	\$89.51	\$91.76	\$94.05	\$96.40	\$98.81 \$/
	25	\$152,821.21 \$12,735.10	\$156,635.20 \$13,052.93	\$160,558.17 \$13,379.85	\$164,568.31 \$13,714.03	\$168,687.42 \$14,057.28	\$172,915.50 \$14,409.63	\$177,230.76 \$14,769.23	\$181,654.99 \$15,137.92	\$186,188.19 \$15,515.68	\$190,852.16 \$15,904.35	\$195,625.10 Ann \$16,302.09 Mo
		\$73.47	\$75.31	\$77.19	\$79.12	\$81.10	\$83.13	\$85.21	\$87.33	\$89.51	\$91.76	\$94.05 \$/H
Engineering Manager (1)	24	\$145,454.76 \$12,121.23	\$149,094.40 \$12,424.53	\$152,821.21 \$12,735.10	\$156,635.20 \$13,052.93	\$160,558.17 \$13,379.85	\$164,568.31 \$13,714.03	\$168,687.42 \$14,057.28	\$172,915.50 \$14,409.63	\$177,230.76 \$14,769.23	\$181,654.99 \$15,137.92	\$186,188.19 Ann \$15,515.68 Mo
		\$69.93	\$71.68	\$73.47	\$75.31	\$77.19	\$79.12	\$81.10	\$83.13	\$85.21	\$87.33	\$89.51 \$/H
	23	\$138,437.01 \$11,536.42	\$141,902.30 \$11,825.19	\$145,454.76 \$12,121.23	\$149,094.40 \$12,424.53	\$152,821.21 \$12,735.10	\$156,635.20 \$13,052.93	\$160,558.17 \$13,379.85	\$164,568.31 \$13,714.03	\$168,687.42 \$14,057.28	\$172,915.50 \$14,409.63	\$177,230.76 Ann \$14,769.23 Mo
		\$66.56	\$68.22	\$69.93	\$71.68	\$73.47	\$75.31	\$77.19	\$79.12	\$81.10	\$83.13	\$85.21 \$/H
Human Resources Manager (1) Innovation & Technology Manager (1)	22	\$131,767.98 \$10,980.66	\$135,058.91 \$11,254.91	\$138,437.01 \$11,536.42	\$141,902.30 \$11,825.19	\$145,454.76 \$12,121.23	\$149,094.40 \$12,424.53	\$152,821.21 \$12,735.10	\$156,635.20 \$13,052.93	\$160,558.17 \$13,379.85	\$164,568.31 \$13,714.03	\$168,687.42 Ann \$14,057.28 Mo
		\$63.35	\$64.93	\$66.56	\$68.22	\$69.93	\$71.68	\$73.47	\$75.31	\$77.19	\$79.12	\$81.10 \$/H
	21	\$125,425.85 \$10,452.15	\$128,564.22 \$10,713.69	\$131,767.98 \$10,980.66	\$135,058.91 \$11,254.91	\$138,437.01 \$11,536.42	\$141,902.30 \$11,825.19	\$145,454.76 \$12,121.23	\$149,094.40 \$12,424.53	\$152,821.21 \$12,735.10	\$156,635.20 \$13,052.93	\$160,558.17 Ann \$13,379.85 Mo
		\$60.30	\$61.81	\$63.35	\$64.93	\$66.56	\$68.22	\$69.93	\$71.68	\$73.47	\$75.31	\$77.19 \$/H
Accounting Manager (1)	20	\$119,388.85 \$9,949.07	\$122,374.66 \$10,197.89	\$125,425.85 \$10,452.15	\$128,564.22 \$10,713.69	\$131,767.98 \$10,980.66	\$135,058.91 \$11,254.91	\$138,437.01 \$11,536.42	\$141,902.30 \$11,825.19	\$145,454.76 \$12,121.23	\$149,094.40 \$12,424.53	\$152,821.21 Ann \$12,735.10 Mo
Chief Diant Operator (1)	40	\$57.40 \$113.635.17	\$58.83	\$60.30 \$119.388.85	\$61.81	\$63.35	\$64.93 \$128.564.22	\$66.56 \$131.767.98	\$68.22	\$69.93	\$71.68 \$141.902.30	\$73.47 \$/
Chief Plant Operator (1) Field Operations Superintendent (1)	19	\$9,469.60	\$116,468.42 \$9,705.70	\$9,949.07	\$122,374.66 \$10,197.89	\$125,425.85 \$10,452.15	\$10,713.69	\$10,980.66	\$135,058.91 \$11,254.91	\$138,437.01 \$11,536.42	\$11,825.19	\$145,454.76 Ann \$12,121.23 Mo
Associate Engineer (1)	49	\$54.63 \$108,164.81	\$55.99 \$110,867.30	\$57.40 \$113,635.17	\$58.83 \$116,468.42	\$60.30	\$61.81 \$122,374.66	\$63.35 \$125,425.85	\$64.93	\$66.56	\$68.22 \$135,058.91	\$69.93 \$/
Associate Engineer (1)	18	\$9,013.73	\$9,238.94	\$9,469.60	\$9,705.70	\$119,388.85 \$9,949.07	\$10,197.89	\$10,452.15	\$128,564.22 \$10,713.69	\$131,767.98 \$10,980.66	\$11,254.91	\$138,437.01 Ann \$11,536.42 Mo
Customer Service Manager (1)	17	\$52.00 \$102,955.99	\$53.30 \$105,527.71	\$54.63 \$108,164.81	\$55.99 \$110.867.30	\$57.40 \$113,635.17	\$58.83 \$116,468.42	\$60.30 \$119.388.85	\$61.81 \$122,374.66	\$63.35 \$125,425.85	\$64.93 \$128,564.22	\$66.56 \$/H \$131.767.98 Ann
Sr. Lead WWTPO		\$8,579.67	\$8,793.98	\$9,013.73	\$9,238.94	\$9,469.60	\$9,705.70	\$9,949.07	\$10,197.89	\$10,452.15	\$10,713.69	\$10,980.66 Mo
Water Production Supervisor (1)	16	\$49.50 \$98,008.70	\$50.73 \$100,449.65	\$52.00 \$102,955.99	\$53.30 \$105,527.71	\$54.63 \$108,164.81	\$55.99 \$110,867.30	\$57.40 \$113,635.17	\$58.83 \$116,468.42	\$60.30 \$119,388.85	\$61.81 \$122,374.66	\$63.35 \$/H \$125,425.85 Ann
	10	\$8,167.39	\$8,370.80	\$8,579.67	\$8,793.98	\$9,013.73	\$9,238.94	\$9,469.60	\$9,705.70	\$9,949.07	\$10,197.89	\$10,452.15 Mo
Programs and Public Affairs Specialist (1)	15	\$47.12 \$93,279.35	\$48.29 \$95,611.33	\$49.50 \$98,008.70	\$50.73 \$100,449.65	\$52.00 \$102,955.99	\$53.30 \$105,527.71	\$54.63 \$108,164.81	\$55.99 \$110,867.30	\$57.40 \$113,635.17	\$58.83 \$116,468.42	\$60.30 \$/H \$119,388.85 Ann
Executive Assistant (1)	15	\$7,773.28	\$7,967.61	\$8,167.39	\$8,370.80	\$8,579.67	\$8,793.98	\$9,013.73	\$9,238.94	\$9,469.60	\$9,705.70	\$9,949.07 Mo
Lead WWTPO (1) GIS Specialist (1)	14	\$44.85 \$88,789.73	\$45.97 \$91,012.75	\$47.12 \$93,279.35	\$48.29 \$95,611.33	\$49.50 \$98,008.70	\$50.73 \$100,449.65	\$52.00 \$102,955.99	\$53.30 \$105,527.71	\$54.63 \$108,164.81	\$55.99 \$110,867.30	\$57.40 \$/H \$113,635.17 Ann
		\$7,399.14	\$7,584.40 \$43.76	\$7,773.28 \$44.85	\$7,967.61	\$8,167.39 \$47.12	\$8,370.80	\$8,579.67 \$49.50	\$8,793.98 \$50.73	\$9,013.73 \$52.00	\$9,238.94	\$9,469.60 Mo
	13	\$42.69 \$84,518.06	\$43.76	\$88,789.73	\$45.97 \$91,012.75	\$93,279.35	\$48.29 \$95,611.33	\$49.50	\$50.75	\$52.00	\$53.30 \$105,527.71	\$54.63 \$/H \$108,164.81 Ann
		\$7,043.17 \$40.63	\$7,219.34 \$41.65	\$7,399.14 \$42.69	\$7,584.40 \$43.76	\$7,773.28 \$44.85	\$7,967.61 \$45.97	\$8,167.39 \$47.12	\$8,370.80 \$48.29	\$8,579.67 \$49.50	\$8,793.98 \$50.73	\$9,013.73 Mo \$52.00 \$/H
Business Analyst (1); Contracts Analyst (1)	12	\$80,442.54	\$82,447.61	\$84,518.06	\$86,632.10	\$88,789.73	\$91,012.75	\$93,279.35	\$95,611.33	\$98,008.70	\$100,449.65	\$102,955.99 Ann
Accountant (1); Lead Facilities Maintenance Worker (1) Lead Field Operations Technician (2)		\$6,703.54 \$38.67	\$6,870.63 \$39.64	\$7,043.17 \$40.63	\$7,219.34 \$41.65	\$7,399.14 \$42.69	\$7,584.40 \$43.76	\$7,773.28 \$44.85	\$7,967.61 \$45.97	\$8,167.39 \$47.12	\$8,370.80 \$48.29	\$8,579.67 Mo \$49.50 \$/H
Lead Collections System Operator (1)	11	\$76,563.17	\$78,481.06	\$80,442.54	\$82,447.61	\$84,518.06	\$86,632.10	\$88,789.73	\$91,012.75	\$93,279.35	\$95,611.33	\$98,008.70 Ann
WWTPO II (3) Lead Field Services Rep. (1)		\$6,380.26 \$36.81	\$6,540.09 \$37.73	\$6,703.54 \$38.67	\$6,870.63 \$39.64	\$7,043.17 \$40.63	\$7,219.34 \$41.65	\$7,399.14 \$42.69	\$7,584.40 \$43.76	\$7,773.28 \$44.85	\$7,967.61 \$45.97	\$8,167.39 Mo \$47.12 \$/H
Engineering Technician II (2)	10	\$72,858.14	\$74,688.86	\$76,563.17	\$78,481.06	\$80,442.54	\$82,447.61	\$84,518.06	\$86,632.10	\$88,789.73	\$91,012.75	\$93,279.35 Ann
Water Production Operator II (1)		\$6,071.51 \$35.03	\$6,224.07 \$35.91	\$6,380.26 \$36.81	\$6,540.09 \$37.73	\$6,703.54 \$38.67	\$6,870.63 \$39.64	\$7,043.17 \$40.63	\$7,219.34 \$41.65	\$7,399.14 \$42.69	\$7,584.40 \$43.76	\$7,773.28 Mo \$44.85 \$/H
Administrative Assistant II; WWTPO I (2)	9	\$69,327.48	\$71,071.02	\$72,858.14	\$74,688.86	\$76,563.17	\$78,481.06	\$80,442.54	\$82,447.61	\$84,518.06	\$86,632.10	\$88,789.73 Ann
Collections System Operator II (1) Field Operations Technician II (3)		\$5,777.29 \$33.33	\$5,922.58 \$34.17	\$6,071.51 \$35.03	\$6,224.07 \$35.91	\$6,380.26 \$36.81	\$6,540.09 \$37.73	\$6,703.54 \$38.67	\$6,870.63 \$39.64	\$7,043.17 \$40.63	\$7,219.34 \$41.65	\$7,399.14 Mo \$42.69 \$/H
Accounting Technician (2); Engineering Technician I	8	\$65,971.16	\$67,627.53	\$69,327.48	\$71,071.02	\$72,858.14	\$74,688.86	\$76,563.17	\$78,481.06	\$80,442.54	\$82,447.61	\$84,518.06 Ann
Sr. Customer Service Rep (1); Water Production Op I (2) Field Services Rep. II/Backflow Specialist (1)		\$5,497.60 \$31.72	\$5,635.63 \$32.51	\$5,777.29 \$33.33	\$5,922.58 \$34.17	\$6,071.51 \$35.03	\$6,224.07 \$35.91	\$6,380.26 \$36.81	\$6,540.09 \$37.73	\$6,703.54 \$38.67	\$6,870.63 \$39.64	\$7,043.17 Mo \$40.63 \$/H
Field Operations Technician I (4); Field Service Rep. II (1)	7	\$62,789.21	\$64,358.39	\$65,971.16	\$67,627.53	\$69,327.48	\$71,071.02	\$72,858.14	\$74,688.86	\$76,563.17	\$78,481.06	\$80,442.54 Ann
Collections System Operator I; Admin. Assistant I (1) Purchasing and Warehouse Specialist (1)		\$5,232.43 \$30.19	\$5,363.20 \$30.94	\$5,497.60 \$31.72	\$5,635.63 \$32.51	\$5,777.29 \$33.33	\$5,922.58 \$34.17	\$6,071.51 \$35.03	\$6,224.07 \$35.91	\$6,380.26 \$36.81	\$6,540.09 \$37.73	\$6,703.54 Mo \$38.67 \$/H
	6	\$59,759.81	\$61,263.61	\$62,789.21	\$64,358.39	\$65,971.16	\$67,627.53	\$69,327.48	\$71,071.02	\$72,858.14	\$74,688.86	\$76,563.17 Ann
W.W. Operator Trainee		\$4,979.98 \$28.73	\$5,105.30 \$29.45	\$5,232.43 \$30.19	\$5,363.20 \$30.94	\$5,497.60 \$31.72	\$5,635.63 \$32.51	\$5,777.29 \$33.33	\$5,922.58 \$34.17	\$6,071.51 \$35.03	\$6,224.07 \$35.91	\$6,380.26 Mo \$36.81 \$/H
Field Service Rep. I (1)	5	\$56,882.97	\$58,299.59	\$59,759.81	\$61,263.61	\$62,789.21	\$64,358.39	\$65,971.16	\$67,627.53	\$69,327.48	\$71,071.02	\$72,858.14 Ann
Customer Service Rep II (2)		\$4,740.25 \$27.35	\$4,858.30 \$28.03	\$4,979.98 \$28.73	\$5,105.30 \$29.45	\$5,232.43 \$30.19	\$5,363.20 \$30.94	\$5,497.60 \$31.72	\$5,635.63 \$32.51	\$5,777.29 \$33.33	\$5,922.58 \$34.17	\$6,071.51 Mo \$35.03 \$/H
Office Specialist II (1)	4	\$54,136.89	\$55,488.14	\$56,882.97	\$58,299.59	\$59,759.81	\$61,263.61	\$62,789.21	\$64,358.39	\$65,971.16	\$67,627.53	\$69,327.48 Ann
		\$4,511.41 \$26.03	\$4,624.01 \$26.68	\$4,740.25 \$27.35	\$4,858.30 \$28.03	\$4,979.98 \$28.73	\$5,105.30 \$29.45	\$5,232.43 \$30.19	\$5,363.20 \$30.94	\$5,497.60 \$31.72	\$5,635.63 \$32.51	\$5,777.29 Mo \$33.33 \$/H
Customer Service Rep. I	3	\$51,521.58	\$52,807.44	\$54,136.89	\$55,488.14	\$56,882.97	\$58,299.59	\$59,759.81	\$61,263.61	\$62,789.21	\$64,358.39	\$65,971.16 Ann
		\$4,293.47 \$24.77	\$4,400.62 \$25.39	\$4,511.41 \$26.03	\$4,624.01 \$26.68	\$4,740.25 \$27.35	\$4,858.30 \$28.03	\$4,979.98 \$28.73	\$5,105.30 \$29.45	\$5,232.43 \$30.19	\$5,363.20 \$30.94	\$5,497.60 Mo \$31.72 \$/H
Office Specialist I	2	\$49,037.04	\$50,257.52	\$51,521.58	\$52,807.44	\$54,136.89	\$55,488.14	\$56,882.97	\$58,299.59	\$59,759.81	\$61,263.61	\$62,789.21 Ann
		\$4,086.42 \$23.58	\$4,188.13 \$24.16	\$4,293.47 \$24.77	\$4,400.62 \$25.39	\$4,511.41 \$26.03	\$4,624.01 \$26.68	\$4,740.25 \$27.35	\$4,858.30 \$28.03	\$4,979.98 \$28.73	\$5,105.30 \$29.45	\$5,232.43 Mo \$30.19 \$/H
	1	\$46,661.47 \$3,888.46	\$47,838.36 \$3,986.53	\$49,037.04 \$4,086.42	\$50,257.52 \$4,188.13	\$51,521.58 \$4,293.47	\$52,807.44 \$4,400.62	\$54,136.89 \$4,511.41	\$55,488.14 \$4,624.01	\$56,882.97 \$4,740.25	\$58,299.59 \$4,858.30	\$59,759.81 Ann \$4,979.98 Mo