

## MISSION SPRINGS WATER DISTRICT



Effective July 1, 2024  
Adopted by the Board on:  
**Resolution #2024-21**

	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	\$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	\$257,358.40 \$21,446.53 \$123.73	\$263,785.60 \$21,982.13 \$126.82	\$270,379.20 \$22,531.60 \$129.99	\$277,139.20 \$23,094.93 \$133.24	\$284,065.60 \$23,672.13 \$136.57	\$291,158.40 \$24,263.20 \$139.98	Annual Month \$/Hr.
	30	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$18,906.50 \$109.08	\$232,544.54 \$19,378.71 \$111.80	\$238,363.60 \$19,863.63 \$114.60	\$244,313.43 \$20,359.45 \$117.46	\$250,415.82 \$20,867.96 \$120.39	Annual Month \$/Hr.
Assistant General Manager (1)	29	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$19,378.71 \$109.08	\$232,544.54 \$19,863.63 \$111.80	\$238,363.60 \$20,359.45 \$114.60	Annual Month \$/Hr.
	28	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	\$221,342.30 \$18,445.19 \$106.41	\$226,878.04 \$18,906.50 \$109.08	Annual Month \$/Hr.
Director of Finance (1)	27	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	\$210,663.12 \$17,555.26 \$101.28	\$215,937.33 \$17,994.78 \$103.82	Annual Month \$/Hr.
Director of Operations (1)	26	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	\$200,507.01 \$16,708.92 \$96.40	\$205,519.68 \$17,126.64 \$98.81	Annual Month \$/Hr.
	25	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	\$190,852.16 \$15,904.35 \$91.76	\$195,625.10 \$16,302.09 \$94.05	Annual Month \$/Hr.
Engineering Manager (1)	24	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	\$181,654.99 \$15,137.92 \$87.33	\$186,188.19 \$15,515.68 \$89.51	Annual Month \$/Hr.
	23	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	\$172,915.50 \$14,409.63 \$83.13	\$177,230.76 \$14,769.23 \$85.21	Annual Month \$/Hr.
Human Resources Manager (1) Innovation & Technology Manager (1)	22	\$131,767.98 \$10,980.66 \$63.35	\$135,058.91 \$11,254.91 \$64.93	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	\$164,568.31 \$13,714.03 \$79.12	\$168,687.42 \$14,057.28 \$81.10	Annual Month \$/Hr.
	21	\$125,425.85 \$10,452.15 \$60.30	\$128,564.22 \$10,713.69 \$61.81	\$131,767.98 \$10,980.66 \$63.35	\$135,058.91 \$11,254.91 \$64.93	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	\$156,635.20 \$13,052.93 \$75.31	\$160,558.17 \$13,379.85 \$77.19	Annual Month \$/Hr.
Accounting Manager (1)	20	\$119,388.85 \$9,949.07 \$57.40	\$122,374.66 \$10,197.89 \$58.83	\$125,425.85 \$10,452.15 \$60.30	\$128,564.22 \$10,713.69 \$61.81	\$131,767.98 \$10,980.66 \$63.35	\$135,058.91 \$11,254.91 \$64.93	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$145,454.76 \$12,121.23 \$69.93	\$149,094.40 \$12,424.53 \$71.68	\$152,821.21 \$12,735.10 \$73.47	Annual Month \$/Hr.
Chief Plant Operator (1) Field Operations Superintendent (1)	19	\$113,635.17 \$9,469.60 \$54.63	\$116,468.42 \$9,705.70 \$55.99	\$119,388.85 \$9,949.07 \$57.40	\$122,374.66 \$10,197.89 \$58.83	\$125,425.85 \$10,452.15 \$60.30	\$128,564.22 \$10,713.69 \$61.81	\$131,767.98 \$10,980.66 \$63.35	\$135,058.91 \$11,254.91 \$64.93	\$138,437.01 \$11,536.42 \$66.56	\$141,902.30 \$11,825.19 \$68.22	\$145,454.76 \$12,121.23 \$69.93	Annual Month \$/Hr.
Associate Engineer (1)	18	\$108,164.81 \$9,013.73 \$52.00	\$110,867.30 \$9,238.94 \$53.30	\$113,635.17 \$9,469.60 \$54.63	\$116,468.42 \$9,705.70 \$55.99	\$119,388.85 \$9,949.07 \$57.40	\$122,374.66 \$10,197.89 \$58.83	\$125,425.85 \$10,452.15 \$60.30	\$128,564.22 \$10,713.69 \$61.81	\$131,767.98 \$10,980.66 \$63.35	\$135,058.91 \$11,254.91 \$64.93	\$138,437.01 \$11,536.42 \$66.56	Annual Month \$/Hr.
Customer Service Manager (1) Sr. Lead WWTPO	17	\$102,955.99 \$8,579.67 \$49.50	\$105,527.71 \$8,793.98 \$50.73	\$108,164.81 \$9,013.73 \$52.00	\$110,867.30 \$9,238.94 \$53.30	\$113,635.17 \$9,469.60 \$54.63	\$116,468.42 \$9,705.70 \$55.99	\$119,388.85 \$9,949.07 \$57.40	\$122,374.66 \$10,197.89 \$58.83	\$125,425.85 \$10,452.15 \$60.30	\$128,564.22 \$10,713.69 \$61.81	\$131,767.98 \$10,980.66 \$63.35	Annual Month \$/Hr.
Water Production Supervisor (1)	16	\$98,008.70 \$8,167.39 \$47.12	\$100,449.65 \$8,370.80 \$48.29	\$102,955.99 \$8,579.67 \$49.50	\$105,527.71 \$8,793.98 \$50.73	\$108,164.81 \$9,013.73 \$52.00	\$110,867.30 \$9,238.94 \$53.30	\$113,635.17 \$9,469.60 \$54.63	\$116,468.42 \$9,705.70 \$55.99	\$119,388.85 \$9,949.07 \$57.40	\$122,374.66 \$10,197.89 \$58.83	\$125,425.85 \$10,452.15 \$60.30	Annual Month \$/Hr.
Programs and Public Affairs Specialist (1) Executive Assistant (1) Lead WWTPO (1)	15	\$93,279.35 \$7,773.28 \$44.85	\$95,611.33 \$7,967.61 \$45.97	\$98,008.70 \$8,167.39 \$47.12	\$100,449.65 \$8,370.80 \$48.29	\$102,955.99 \$8,579.67 \$49.50	\$105,527.71 \$8,793.98 \$50.73	\$108,164.81 \$9,013.73 \$52.00	\$110,867.30 \$9,238.94 \$53.30	\$113,635.17 \$9,469.60 \$54.63	\$116,468.42 \$9,705.70 \$55.99	\$119,388.85 \$9,949.07 \$57.40	Annual Month \$/Hr.
GIS Specialist (1)	14	\$88,789.73 \$7,399.14 \$42.69	\$91,012.75 \$7,584.40 \$43.76	\$93,279.35 \$7,773.28 \$44.85	\$95,611.33 \$7,967.61 \$45.97	\$98,008.70 \$8,167.39 \$47.12	\$100,449.65 \$8,370.80 \$48.29	\$102,955.99 \$8,579.67 \$49.50	\$105,527.71 \$8,793.98 \$50.73	\$108,164.81 \$9,013.73 \$52.00	\$110,867.30 \$9,238.94 \$53.30	\$113,635.17 \$9,469.60 \$54.63	Annual Month \$/Hr.
	13	\$84,518.06 \$7,043.17 \$40.63	\$86,632.10 \$7,219.34 \$41.65	\$88,789.73 \$7,399.14 \$42.69	\$91,012.75 \$7,584.40 \$43.76	\$93,279.35 \$7,773.28 \$44.85	\$95,611.33 \$7,967.61 \$45.97	\$98,008.70 \$8,167.39 \$47.12	\$100,449.65 \$8,370.80 \$48.29	\$102,955.99 \$8,579.67 \$49.50	\$105,527.71 \$8,793.98 \$50.73	\$108,164.81 \$9,013.73 \$52.00	Annual Month \$/Hr.
Business Analyst (1); Contracts Analyst (1) Accountant (1); Lead Facilities Maintenance Worker (1) Lead Field Operations Technician (2)	12	\$80,442.54 \$6,703.54 \$38.67	\$82,447.61 \$6,870.63 \$39.64	\$84,518.06 \$7,043.17 \$40.63	\$86,632.10 \$7,219.34 \$41.65	\$88,789.73 \$7,399.14 \$42.69	\$91,012.75 \$7,584.40 \$43.76	\$93,279.35 \$7,773.28 \$44.85	\$95,611.33 \$7,967.61 \$45.97	\$98,008.70 \$8,167.39 \$47.12	\$100,449.65 \$8,370.80 \$48.29	\$102,955.99 \$8,579.67 \$49.50	Annual Month \$/Hr.
Lead Collections System Operator (1) WWTPO II (3) Lead Field Services Rep. (1)	11	\$76,563.17 \$6,380.26 \$36.81	\$78,481.06 \$6,540.09 \$37.73	\$80,442.54 \$6,703.54 \$38.67	\$82,447.61 \$6,870.63 \$39.64	\$84,518.06 \$7,043.17 \$40.63	\$86,632.10 \$7,219.34 \$41.65	\$88,789.73 \$7,399.14 \$42.69	\$91,012.75 \$7,584.40 \$43.76	\$93,279.35 \$7,773.28 \$44.85	\$95,611.33 \$7,967.61 \$45.97	\$98,008.70 \$8,167.39 \$47.12	Annual Month \$/Hr.
Engineering Technician II (2) Water Production Operator II (1)	10	\$72,858.14 \$6,071.51 \$35.03	\$74,688.86 \$6,224.07 \$35.91	\$76,563.17 \$6,380.26 \$36.81	\$78,481.06 \$6,540.09 \$37.73	\$80,442.54 \$6,703.54 \$38.67	\$82,447.61 \$6,870.63 \$39.64	\$84,518.06 \$7,043.17 \$40.63	\$86,632.10 \$7,219.34 \$41.65	\$88,789.73 \$7,399.14 \$42.69	\$91,012.75 \$7,584.40 \$43.76	\$93,279.35 \$7,773.28 \$44.85	Annual Month \$/Hr.
Administrative Assistant II; WWTPO I (2) Collections System Operator II (1) Field Operations Technician II (3)	9	\$69,327.48 \$5,777.29 \$33.33	\$71,071.02 \$5,922.58 \$34.17	\$72,858.14 \$6,071.51 \$35.03	\$74,688.86 \$6,224.07 \$35.91	\$76,563.17 \$6,380.26 \$36.81	\$78,481.06 \$6,540.09 \$37.73	\$80,442.54 \$6,703.54 \$38.67	\$82,447.61 \$6,870.63 \$39.64	\$84,518.06 \$7,043.17 \$40.63	\$86,632.10 \$7,219.34 \$41.65	\$88,789.73 \$7,399.14 \$42.69	Annual Month \$/Hr.
Accounting Technician (2); Engineering Technician I Sr. Customer Service Rep (1); Water Production Op I (2) Field Services Rep. II/Backflow Specialist (1)	8	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 \$5,777.29 \$33.33	\$71,071.02 \$5,922.58 \$34.17	\$72,858.14 \$6,071.51 \$35.03	\$74,688.86 \$6,224.07 \$35.91	\$76,563.17 \$6,380.26 \$36.81	\$78,481.06 \$6,540.09 \$37.73	\$80,442.54 \$6,703.54 \$38.67	\$82,447.61 \$6,870.63 \$39.64	\$84,518.06 \$7,043.17 \$40.63	Annual Month \$/Hr.
Field Operations Technician I (4); Field Service Rep. II (1) Collections System Operator I; Admin. Assistant I (1) Purchasing and Warehouse Specialist (1)	7	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 \$5,777.29 \$33.33	\$71,071.02 \$5,922.58 \$34.17	\$72,858.14 \$6,071.51 \$35.03	\$74,688.86 \$6,224.07 \$35.91	\$76,563.17 \$6,380.26 \$36.81	\$78,481.06 \$6,540.09 \$37.73	\$80,442.54 \$6,703.54 \$38.67	Annual Month \$/Hr.
W.W. Operator Trainee	6	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 \$5,777.29 \$33.33	\$71,071.02 \$5,922.58 \$34.17	\$72,858.14 \$6,071.51 \$35.03	\$74,688.86 \$6,224.07 \$35.91	\$76,563.17 \$6,380.26 \$36.81	Annual Month \$/Hr.
Field Service Rep. I (1) Customer Service Rep II (2)	5	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 \$5,777.29 \$33.33	\$71,071.02 \$5,922.58 \$34.17	\$72,858.14 \$6,071.51 \$35.03	Annual Month \$/Hr.
Office Specialist II (1)	4	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,358.39 \$5,363.20 \$30.94	\$65,971.16 \$5,497.60 \$31.72	\$67,627.53 \$5,635.63 \$32.51	\$69,327.48 \$5,777.29 \$33.33	Annual Month \$/Hr.
Customer Service Rep. I	3	\$51,521.58 \$4,293.47 \$24.77	\$52,807.44 \$4,400.62 \$25.39	\$54,136.89 \$4,511.41 \$26.03	\$55,488.14 \$4,624.01 \$26.68	\$56,882.97 \$4,740.25 \$27.35	\$58,299.59 \$4,858.30 \$28.03	\$59,759.81 \$4,979.98 \$28.73	\$61,263.61 \$5,105.30 \$29.45	\$62,789.21 \$5,232.43 \$30.19	\$64,		