

**MISSION SPRINGS WATER DISTRICT**

**Effective January 21, 2020**  
**Adopted by the Board as of January 21, 2020**

	Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F	
Director of Engineering & Operations (1) Director of Administrative Services (1) Assistant General Manager (1)	30	\$172,556.77 14,379.73 82.96	\$176,870.69 14,739.22 85.03	\$181,292.46 15,107.70 87.16	\$185,824.77 15,485.40 89.34	\$190,470.39 15,872.53 91.57	\$195,232.15 16,269.35 93.86	\$200,112.95 16,676.08 96.21	\$205,115.77 17,092.98 98.61	\$210,243.67 17,520.31 101.08	\$215,499.76 17,958.31 103.61	\$220,887.25 18,407.27 106.20	Annual Month \$/Hr.
	29	\$164,242.02 13,686.83 78.96	\$168,348.07 14,029.01 80.94	\$172,556.77 14,379.73 82.96	\$176,870.69 14,739.22 85.03	\$181,292.46 15,107.70 87.16	\$185,824.77 15,485.40 89.34	\$190,470.39 15,872.53 91.57	\$195,232.15 16,269.35 93.86	\$200,112.95 16,676.08 96.21	\$205,115.77 17,092.98 98.61	\$210,243.67 17,520.31 101.08	Annual Month \$/Hr.
	28	\$156,327.92 13,027.33 75.16	\$160,236.12 13,353.01 77.04	\$164,242.02 13,686.83 78.96	\$168,348.07 14,029.01 80.94	\$172,556.77 14,379.73 82.96	\$176,870.69 14,739.22 85.03	\$181,292.46 15,107.70 87.16	\$185,824.77 15,485.40 89.34	\$190,470.39 15,872.53 91.57	\$195,232.15 16,269.35 93.86	\$200,112.95 16,676.08 96.21	Annual Month \$/Hr.
	27	\$148,795.16 12,399.60 71.54	\$152,515.04 12,709.59 73.32	\$156,327.92 13,027.33 75.16	\$160,236.12 13,353.01 77.04	\$164,242.02 13,686.83 78.96	\$168,348.07 14,029.01 80.94	\$172,556.77 14,379.73 82.96	\$176,870.69 14,739.22 85.03	\$181,292.46 15,107.70 87.16	\$185,824.77 15,485.40 89.34	\$190,470.39 15,872.53 91.57	Annual Month \$/Hr.
	26	\$141,625.38 11,802.11 68.09	\$145,166.01 12,097.17 69.79	\$148,795.16 12,399.60 71.54	\$152,515.04 12,709.59 73.32	\$156,327.92 13,027.33 75.16	\$160,236.12 13,353.01 77.04	\$164,242.02 13,686.83 78.96	\$168,348.07 14,029.01 80.94	\$172,556.77 14,379.73 82.96	\$176,870.69 14,739.22 85.03	\$181,292.46 15,107.70 87.16	Annual Month \$/Hr.
	25	\$134,801.07 11,233.42 64.81	\$138,171.10 11,514.26 66.43	\$141,625.38 11,802.11 68.09	\$145,166.01 12,097.17 69.79	\$148,795.16 12,399.60 71.54	\$152,515.04 12,709.59 73.32	\$156,327.92 13,027.33 75.16	\$160,236.12 13,353.01 77.04	\$164,242.02 13,686.83 78.96	\$168,348.07 14,029.01 80.94	\$172,556.77 14,379.73 82.96	Annual Month \$/Hr.
	24	\$128,305.60 10,692.13 61.69	\$131,513.24 10,959.44 63.23	\$134,801.07 11,233.42 64.81	\$138,171.10 11,514.26 66.43	\$141,625.38 11,802.11 68.09	\$145,166.01 12,097.17 69.79	\$148,795.16 12,399.60 71.54	\$152,515.04 12,709.59 73.32	\$156,327.92 13,027.33 75.16	\$160,236.12 13,353.01 77.04	\$164,242.02 13,686.83 78.96	Annual Month \$/Hr.
	23	\$122,123.12 10,176.93 58.71	\$125,176.20 10,431.35 60.18	\$128,305.60 10,692.13 61.69	\$131,513.24 10,959.44 63.23	\$134,801.07 11,233.42 64.81	\$138,171.10 11,514.26 66.43	\$141,625.38 11,802.11 68.09	\$145,166.01 12,097.17 69.79	\$148,795.16 12,399.60 71.54	\$152,515.04 12,709.59 73.32	\$156,327.92 13,027.33 75.16	Annual Month \$/Hr.
	22	\$116,238.54 9,686.55 55.88	\$119,144.51 9,928.71 57.28	\$122,123.12 10,176.93 58.71	\$125,176.20 10,431.35 60.18	\$128,305.60 10,692.13 61.69	\$131,513.24 10,959.44 63.23	\$134,801.07 11,233.42 64.81	\$138,171.10 11,514.26 66.43	\$141,625.38 11,802.11 68.09	\$145,166.01 12,097.17 69.79	\$148,795.16 12,399.60 71.54	Annual Month \$/Hr.
Field Operations Manager (1)	21	\$110,637.52 9,219.79 53.19	\$113,403.46 9,450.29 54.52	\$116,238.54 9,686.55 55.88	\$119,144.51 9,928.71 57.28	\$122,123.12 10,176.93 58.71	\$125,176.20 10,431.35 60.18	\$128,305.60 10,692.13 61.69	\$131,513.24 10,959.44 63.23	\$134,801.07 11,233.42 64.81	\$138,171.10 11,514.26 66.43	\$141,625.38 11,802.11 68.09	Annual Month \$/Hr.
	20	\$105,306.38 8,775.53 50.63	\$107,939.04 8,994.92 51.89	\$110,637.52 9,219.79 53.19	\$113,403.46 9,450.29 54.52	\$116,238.54 9,686.55 55.88	\$119,144.51 9,928.71 57.28	\$122,123.12 10,176.93 58.71	\$125,176.20 10,431.35 60.18	\$128,305.60 10,692.13 61.69	\$131,513.24 10,959.44 63.23	\$134,801.07 11,233.42 64.81	Annual Month \$/Hr.
	19	\$100,232.13 8,352.68 48.19	\$102,737.93 8,561.49 49.39	\$105,306.38 8,775.53 50.63	\$107,939.04 8,994.92 51.89	\$110,637.52 9,219.79 53.19	\$113,403.46 9,450.29 54.52	\$116,238.54 9,686.55 55.88	\$119,144.51 9,928.71 57.28	\$122,123.12 10,176.93 58.71	\$125,176.20 10,431.35 60.18	\$128,305.60 10,692.13 61.69	Annual Month \$/Hr.
Accounting Manager (1) Chief Plant Operator (1)	18	\$ 95,402.39 7,950.20 45.87	\$ 97,787.45 8,148.95 47.01	\$100,232.13 8,352.68 48.19	\$102,737.93 8,561.49 49.39	\$105,306.38 8,775.53 50.63	\$107,939.04 8,994.92 51.89	\$110,637.52 9,219.79 53.19	\$113,403.46 9,450.29 54.52	\$116,238.54 9,686.55 55.88	\$119,144.51 9,928.71 57.28	\$122,123.12 10,176.93 58.71	Annual Month \$/Hr.
Associate Engineer (1) Maintenance Superintendent (1)	17	\$ 90,805.36 7,567.11 43.66	\$ 93,075.50 7,756.29 44.75	\$ 95,402.39 7,950.20 45.87	\$ 97,787.45 8,148.95 47.01	\$100,232.13 8,352.68 48.19	\$102,737.93 8,561.49 49.39	\$105,306.38 8,775.53 50.63	\$107,939.04 8,994.92 51.89	\$110,637.52 9,219.79 53.19	\$113,403.46 9,450.29 54.52	\$116,238.54 9,686.55 55.88	Annual Month \$/Hr.
	16	\$ 86,429.85 7,202.49 41.55	\$ 88,590.60 7,382.55 42.59	\$ 90,805.36 7,567.11 43.66	\$ 93,075.50 7,756.29 44.75	\$ 95,402.39 7,950.20 45.87	\$ 97,787.45 8,148.95 47.01	\$100,232.13 8,352.68 48.19	\$102,737.93 8,561.49 49.39	\$105,306.38 8,775.53 50.63	\$107,939.04 8,994.92 51.89	\$110,637.52 9,219.79 53.19	Annual Month \$/Hr.
Field Service Supervisor (1)	15	\$ 82,265.18 6,855.43 39.55	\$ 84,321.81 7,026.82 40.54	\$ 86,429.85 7,202.49 41.55	\$ 88,590.60 7,382.55 42.59	\$ 90,805.36 7,567.11 43.66	\$ 93,075.50 7,756.29 44.75	\$ 95,402.39 7,950.20 45.87	\$ 97,787.45 8,148.95 47.01	\$100,232.13 8,352.68 48.19	\$102,737.93 8,561.49 49.39	\$105,306.38 8,775.53 50.63	Annual Month \$/Hr.
Customer Service Manager (1), Executive Assistant (1) Programs & Public Affairs Associate (1), HR Specialist (1)	14	\$ 78,301.18 6,525.10 37.64	\$ 80,258.71 6,688.23 38.59	\$ 82,265.18 6,855.43 39.55	\$ 84,321.81 7,026.82 40.54	\$ 86,429.85 7,202.49 41.55	\$ 88,590.60 7,382.55 42.59	\$ 90,805.36 7,567.11 43.66	\$ 93,075.50 7,756.29 44.75	\$ 95,402.39 7,950.20 45.87	\$ 97,787.45 8,148.95 47.01	\$100,232.13 8,352.68 48.19	Annual Month \$/Hr.
	13	\$ 74,528.19 6,210.68 35.83	\$ 76,391.40 6,365.95 36.73	\$ 78,301.18 6,525.10 37.64	\$ 80,258.71 6,688.23 38.59	\$ 82,265.18 6,855.43 39.55	\$ 84,321.81 7,026.82 40.54	\$ 86,429.85 7,202.49 41.55	\$ 88,590.60 7,382.55 42.59	\$ 90,805.36 7,567.11 43.66	\$ 93,075.50 7,756.29 44.75	\$ 95,402.39 7,950.20 45.87	Annual Month \$/Hr.
WWTPO Lead (1) Water Production Foreperson (1)	12	\$ 70,937.01 5,911.42 34.10	\$ 72,710.43 6,059.20 34.96	\$ 74,528.19 6,210.68 35.83	\$ 76,391.40 6,365.95 36.73	\$ 78,301.18 6,525.10 37.64	\$ 80,258.71 6,688.23 38.59	\$ 82,265.18 6,855.43 39.55	\$ 84,321.81 7,026.82 40.54	\$ 86,429.85 7,202.49 41.55	\$ 88,590.60 7,382.55 42.59	\$ 90,805.36 7,567.11 43.66	Annual Month \$/Hr.
	11	\$ 67,518.86 5,626.57 32.46	\$ 69,206.83 5,767.24 33.27	\$ 70,937.01 5,911.42 34.10	\$ 72,710.43 6,059.20 34.96	\$ 74,528.19 6,210.68 35.83	\$ 76,391.40 6,365.95 36.73	\$ 78,301.18 6,525.10 37.64	\$ 80,258.71 6,688.23 38.59	\$ 82,265.18 6,855.43 39.55	\$ 84,321.81 7,026.82 40.54	\$ 86,429.85 7,202.49 41.55	Annual Month \$/Hr.
Facilities Maintenance Lead (1)	10	\$ 64,265.43 5,355.45 30.90	\$ 65,872.06 5,489.34 31.67	\$ 67,518.86 5,626.57 32.46	\$ 69,206.83 5,767.24 33.27	\$ 70,937.01 5,911.42 34.10	\$ 72,710.43 6,059.20 34.96	\$ 74,528.19 6,210.68 35.83	\$ 76,391.40 6,365.95 36.73	\$ 78,301.18 6,525.10 37.64	\$ 80,258.71 6,688.23 38.59	\$ 82,265.18 6,855.43 39.55	Annual Month \$/Hr.
Engineering Technician I (2) Lead Field Operations Tech. (2), WWTPO II (3) Collections System Op. Lead (1)	9	\$ 61,168.76 5,097.40 29.41	\$ 62,697.98 5,224.83 30.14	\$ 64,265.43 5,355.45 30.90	\$ 65,872.06 5,489.34 31.67	\$ 67,518.86 5,626.57 32.46	\$ 69,206.83 5,767.24 33.27	\$ 70,937.01 5,911.42 34.10	\$ 72,710.43 6,059.20 34.96	\$ 74,528.19 6,210.68 35.83	\$ 76,391.40 6,365.95 36.73	\$ 78,301.18 6,525.10 37.64	Annual Month \$/Hr.
Senior Accounting Technician (1)	8	\$ 58,221.30 4,851.78 27.99	\$ 59,676.84 4,973.07 28.69	\$ 61,168.76 5,097.40 29.41	\$ 62,697.98 5,224.83 30.14	\$ 64,265.43 5,355.45 30.90	\$ 65,872.06 5,489.34 31.67	\$ 67,518.86 5,626.57 32.46	\$ 69,206.83 5,767.24 33.27	\$ 70,937.01 5,911.42 34.10	\$ 72,710.43 6,059.20 34.96	\$ 74,528.19 6,210.68 35.83	Annual Month \$/Hr.
Water Production Op. II (3) Administrative Assistant (1) Purchasing & Whse Spec. (1)	7	\$ 55,415.88 4,617.99 26.64	\$ 56,801.27 4,733.44 27.31	\$ 58,221.30 4,851.78 27.99	\$ 59,676.84 4,973.07 28.69	\$ 61,168.76 5,097.40 29.41	\$ 62,697.98 5,224.83 30.14	\$ 64,265.43 5,355.45 30.90	\$ 65,872.06 5,489.34 31.67	\$ 67,518.86 5,626.57 32.46	\$ 69,206.83 5,767.24 33.27	\$ 70,937.01 5,911.42 34.10	Annual Month \$/Hr.
Field Operations Tech II (3), WWTPO I (1) Customer Service Rep. III (1) Accounting Technician (1), Collections System II (1)	6	\$ 52,745.63 4,395.47 25.36	\$ 54,064.27 4,505.36 25.99	\$ 55,415.88 4,617.99 26.64	\$ 56,801.27 4,733.44 27.31	\$ 58,221.30 4,851.78 27.99	\$ 59,676.84 4,973.07 28.69	\$ 61,168.76 5,097.40 29.41	\$ 62,697.98 5,224.83 30.14	\$ 64,265.43 5,355.45 30.90	\$ 65,872.06 5,489.34 31.67	\$ 67,518.86 5,626.57 32.46	Annual Month \$/Hr.
	5	\$ 50,204.05 4,183.67 24.14	\$ 51,459.15 4,288.26 24.74	\$ 52,745.63 4,395.47 25.36	\$ 54,064.27 4,505.36 25.99	\$ 55,415.88 4,617.99 26.64	\$ 56,801.27 4,733.44 27.31	\$ 58,221.30 4,851.78 27.99	\$ 59,676.84 4,973.07 28.69	\$ 61,168.76 5,097.40 29.41	\$ 62,697.98 5,224.83 30.14	\$ 64,265.43 5,355.45 30.90	Annual Month \$/Hr.
Office Specialist II (1), Customer Service Rep. II (2) Field Service Rep. II (2) Field Operations Tech. I (4)	4	\$ 47,784.94 3,982.08 22.97	\$ 48,979.56 4,081.63 23.55	\$ 50,204.05 4,183.67 24.14	\$ 51,459.15 4,288.26 24.74	\$ 52,745.63 4,395.47 25.36	\$ 54,064.27 4,505.36 25.99	\$ 55,415.88 4,617.99 26.64	\$ 56,801.27 4,733.44 27.31	\$ 58,221.30 4,851.78 27.99	\$ 59,676.84 4,973.07 28.69	\$ 61,168.76 5,097.40 29.41	Annual Month \$/Hr.
	3	\$ 45,482.39 3,790.20 21.87	\$ 46,619.45 3,884.95 22.41	\$ 47,784.94 3,982.08 22.97	\$ 48,979.56 4,081.63 23.55	\$ 50,204.05 4,183.67 24.14	\$ 51,459.15 4,288.26 24.74	\$ 52,745.63 4,395.47 25.36	\$ 54,064.27 4,505.36 25.99	\$ 55,415.88 4,617.99 26.64	\$ 56,801.27 4,733.44 27.31	\$ 58,221.30 4,851.78 27.99	Annual Month \$/Hr.
Customer Service Rep. I (1) Field Service Rep. I (1)	2	\$ 43,290.79 3,607.57 20.81	\$ 44,373.06 3,697.76 21.33	\$ 45,482.39 3,790.20 21.87	\$ 46,619.45 3,884.95 22.41	\$ 47,784.94 3,982.08 22.97	\$ 48,979.56 4,081.63 23.55	\$ 50,204.05 4,183.67 24.14	\$ 51,459.15 4,288.26 24.74	\$ 52,745.63 4,395.47 25.36	\$ 54,064.27 4,505.36 25.99	\$ 55,415.88 4,617.99 26.64	Annual Month \$/Hr.
	1	\$ 41,204.80 3,433.73 19.81	\$ 42,234.92 3,519.58 20.31	\$ 43,290.79 3,607.57 20.81	\$ 44,373.06 3,697.76 21.33	\$ 45,482.39 3,790.20							