

**MISSION SPRINGS WATER DISTRICT**

**Effective July 1, 2019  
Resolution #2019-17**

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