

MISSION SPRINGS WATER DISTRICT

Effective January 19, 2021
Adopted by the Board as of January 19, 2021

	Range	Step A	Step A1	Step B	Step B1	Step C	Step C1	Step D	Step D1	Step E	Step E1	Step F	
Assistant General Manager (1)	31	\$ 188,000.55 15,666.71 90.38	\$ 192,700.57 16,058.38 92.64	\$ 197,518.08 16,459.84 94.96	\$ 202,456.03 16,871.34 97.33	\$ 207,517.43 17,293.12 99.77	\$ 212,705.37 17,725.45 102.26	\$ 218,023.00 18,168.58 104.82	\$ 223,473.58 18,622.80 107.44	\$ 229,060.42 19,088.37 110.13	\$ 234,786.93 19,565.58 112.88	\$ 240,656.60 20,054.72 115.70	Annual Month \$/Hr.
Director of Engineering & Operations (1) Director of Administrative Services (1)	30	\$ 178,941.63 14,911.80 86.03	\$ 183,415.17 15,284.60 88.18	\$ 188,000.55 15,666.71 90.38	\$ 192,700.57 16,058.38 92.64	\$ 197,518.08 16,459.84 94.96	\$ 202,456.03 16,871.34 97.33	\$ 207,517.43 17,293.12 99.77	\$ 212,705.37 17,725.45 102.26	\$ 218,023.00 18,168.58 104.82	\$ 223,473.58 18,622.80 107.44	\$ 229,060.42 19,088.37 110.13	Annual Month \$/Hr.
	29	\$ 170,319.22 14,193.27 81.88	\$ 174,577.20 14,548.10 83.93	\$ 178,941.63 14,911.80 86.03	\$ 183,415.17 15,284.60 88.18	\$ 188,000.55 15,666.71 90.38	\$ 192,700.57 16,058.38 92.64	\$ 197,518.08 16,459.84 94.96	\$ 202,456.03 16,871.34 97.33	\$ 207,517.43 17,293.12 99.77	\$ 212,705.37 17,725.45 102.26	\$ 218,023.00 18,168.58 104.82	Annual Month \$/Hr.
	28	\$ 162,112.29 13,509.36 77.94	\$ 166,165.09 13,847.09 79.89	\$ 170,319.22 14,193.27 81.88	\$ 174,577.20 14,548.10 83.93	\$ 178,941.63 14,911.80 86.03	\$ 183,415.17 15,284.60 88.18	\$ 188,000.55 15,666.71 90.38	\$ 192,700.57 16,058.38 92.64	\$ 197,518.08 16,459.84 94.96	\$ 202,456.03 16,871.34 97.33	\$ 207,517.43 17,293.12 99.77	Annual Month \$/Hr.
	27	\$ 154,300.81 12,858.40 74.18	\$ 158,158.33 13,179.86 76.04	\$ 162,112.29 13,509.36 77.94	\$ 166,165.09 13,847.09 79.89	\$ 170,319.22 14,193.27 81.88	\$ 174,577.20 14,548.10 83.93	\$ 178,941.63 14,911.80 86.03	\$ 183,415.17 15,284.60 88.18	\$ 188,000.55 15,666.71 90.38	\$ 192,700.57 16,058.38 92.64	\$ 197,518.08 16,459.84 94.96	Annual Month \$/Hr.
	26	\$ 146,865.73 12,238.81 70.61	\$ 150,537.37 12,544.78 72.37	\$ 154,300.81 12,858.40 74.18	\$ 158,158.33 13,179.86 76.04	\$ 162,112.29 13,509.36 77.94	\$ 166,165.09 13,847.09 79.89	\$ 170,319.22 14,193.27 81.88	\$ 174,577.20 14,548.10 83.93	\$ 178,941.63 14,911.80 86.03	\$ 183,415.17 15,284.60 88.18	\$ 188,000.55 15,666.71 90.38	Annual Month \$/Hr.
	25	\$ 139,788.92 11,649.08 67.21	\$ 143,283.64 11,940.30 68.89	\$ 146,865.73 12,238.81 70.61	\$ 150,537.37 12,544.78 72.37	\$ 154,300.81 12,858.40 74.18	\$ 158,158.33 13,179.86 76.04	\$ 162,112.29 13,509.36 77.94	\$ 166,165.09 13,847.09 79.89	\$ 170,319.22 14,193.27 81.88	\$ 174,577.20 14,548.10 83.93	\$ 178,941.63 14,911.80 86.03	Annual Month \$/Hr.
	24	\$ 133,053.10 11,087.76 63.97	\$ 136,379.43 11,364.95 65.57	\$ 139,788.92 11,649.08 67.21	\$ 143,283.64 11,940.30 68.89	\$ 146,865.73 12,238.81 70.61	\$ 150,537.37 12,544.78 72.37	\$ 154,300.81 12,858.40 74.18	\$ 158,158.33 13,179.86 76.04	\$ 162,112.29 13,509.36 77.94	\$ 166,165.09 13,847.09 79.89	\$ 170,319.22 14,193.27 81.88	Annual Month \$/Hr.
	23	\$ 126,641.86 10,553.49 60.89	\$ 129,807.91 10,817.33 62.41	\$ 133,053.10 11,087.76 63.97	\$ 136,379.43 11,364.95 65.57	\$ 139,788.92 11,649.08 67.21	\$ 143,283.64 11,940.30 68.89	\$ 146,865.73 12,238.81 70.61	\$ 150,537.37 12,544.78 72.37	\$ 154,300.81 12,858.40 74.18	\$ 158,158.33 13,179.86 76.04	\$ 162,112.29 13,509.36 77.94	Annual Month \$/Hr.
	22	\$ 120,539.54 10,044.96 57.95	\$ 123,553.03 10,296.09 59.40	\$ 126,641.86 10,553.49 60.89	\$ 129,807.91 10,817.33 62.41	\$ 133,053.10 11,087.76 63.97	\$ 136,379.43 11,364.95 65.57	\$ 139,788.92 11,649.08 67.21	\$ 143,283.64 11,940.30 68.89	\$ 146,865.73 12,238.81 70.61	\$ 150,537.37 12,544.78 72.37	\$ 154,300.81 12,858.40 74.18	Annual Month \$/Hr.
Field Operations Manager (1)	21	\$ 114,731.27 9,560.94 55.16	\$ 117,599.56 9,799.96 56.54	\$ 120,539.54 10,044.96 57.95	\$ 123,553.03 10,296.09 59.40	\$ 126,641.86 10,553.49 60.89	\$ 129,807.91 10,817.33 62.41	\$ 133,053.10 11,087.76 63.97	\$ 136,379.43 11,364.95 65.57	\$ 139,788.92 11,649.08 67.21	\$ 143,283.64 11,940.30 68.89	\$ 146,865.73 12,238.81 70.61	Annual Month \$/Hr.
	20	\$ 109,202.88 9,100.24 52.50	\$ 111,932.95 9,327.75 53.81	\$ 114,731.27 9,560.94 55.16	\$ 117,599.56 9,799.96 56.54	\$ 120,539.54 10,044.96 57.95	\$ 123,553.03 10,296.09 59.40	\$ 126,641.86 10,553.49 60.89	\$ 129,807.91 10,817.33 62.41	\$ 133,053.10 11,087.76 63.97	\$ 136,379.43 11,364.95 65.57	\$ 139,788.92 11,649.08 67.21	Annual Month \$/Hr.
	19	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	\$ 111,932.95 9,327.75 53.81	\$ 114,731.27 9,560.94 55.16	\$ 117,599.56 9,799.96 56.54	\$ 120,539.54 10,044.96 57.95	\$ 123,553.03 10,296.09 59.40	\$ 126,641.86 10,553.49 60.89	\$ 129,807.91 10,817.33 62.41	\$ 133,053.10 11,087.76 63.97	Annual Month \$/Hr.
Accounting Manager (1) Chief Plant Operator (1)	18	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	\$ 111,932.95 9,327.75 53.81	\$ 114,731.27 9,560.94 55.16	\$ 117,599.56 9,799.96 56.54	\$ 120,539.54 10,044.96 57.95	\$ 123,553.03 10,296.09 59.40	\$ 126,641.86 10,553.49 60.89	Annual Month \$/Hr.
Associate Engineer (1) Maintenance Superintendent (1)	17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	\$ 111,932.95 9,327.75 53.81	\$ 114,731.27 9,560.94 55.16	\$ 117,599.56 9,799.96 56.54	\$ 120,539.54 10,044.96 57.95	Annual Month \$/Hr.
	16	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	\$ 111,932.95 9,327.75 53.81	\$ 114,731.27 9,560.94 55.16	Annual Month \$/Hr.
	15	\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	Annual Month \$/Hr.
Field Service Supervisor (1)		\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	\$ 106,539.39 8,878.28 51.22	\$ 109,202.88 9,100.24 52.50	Annual Month \$/Hr.
Customer Service Manager (1), Executive Assistant (1) Programs & Public Affairs Associate (1), HR Specialist (1)	14	\$ 81,198.44 6,766.54 39.04	\$ 83,228.40 6,935.70 40.01	\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	\$ 101,405.73 8,450.48 48.75	\$ 103,940.87 8,661.74 49.97	Annual Month \$/Hr.
	13	\$ 77,285.85 6,440.49 37.16	\$ 79,217.99 6,601.50 38.09	\$ 81,198.44 6,766.54 39.04	\$ 83,228.40 6,935.70 40.01	\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	\$ 96,519.43 8,043.29 46.40	\$ 98,932.42 8,244.37 47.56	Annual Month \$/Hr.
WWTPO Lead (1) Water Production Foreperson (1)	12	\$ 73,561.78 6,130.15 35.37	\$ 75,400.83 6,283.40 36.25	\$ 77,285.85 6,440.49 37.16	\$ 79,217.99 6,601.50 38.09	\$ 81,198.44 6,766.54 39.04	\$ 83,228.40 6,935.70 40.01	\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	\$ 91,868.59 7,655.72 44.17	\$ 94,165.30 7,847.11 45.27	Annual Month \$/Hr.
	11	\$ 70,017.16 5,834.76 33.66	\$ 71,767.59 5,980.63 34.50	\$ 73,561.78 6,130.15 35.37	\$ 75,400.83 6,283.40 36.25	\$ 77,285.85 6,440.49 37.16	\$ 79,217.99 6,601.50 38.09	\$ 81,198.44 6,766.54 39.04	\$ 83,228.40 6,935.70 40.01	\$ 85,309.11 7,109.09 41.01	\$ 87,441.84 7,286.82 42.04	\$ 89,627.89 7,468.99 43.09	Annual Month \$/Hr.
Facilities Maintenance Lead (1)	10	\$ 66,643.34 5,553.61 32.04	\$ 68,309.43 5,692.45 32.84	\$ 70,017.16 5,834.76 33.66	\$ 71,767.59 5,980.63 34.50	\$ 73,561.78 6,130.15 35.37	\$ 75,400.83 6,283.40 36.25	\$ 77,285.85 6,440.49 37.16	\$ 79,217.99 6,601.50 38.09	\$ 81,198.44 6,766.54 39.04	\$ 83,228.40 6,935.70 40.01	\$ 85,309.11 7,109.09 41.01	Annual Month \$/Hr.
Engineering Technician I (2) Lead Field Operations Tech. (2), WWTPO II (3) Collections System Op. Lead (1)	9	\$ 63,432.09 5,286.01 30.50	\$ 65,017.90 5,418.16 31.26	\$ 66,643.34 5,553.61 32.04	\$ 68,309.43 5,692.45 32.84	\$ 70,017.16 5,834.76 33.66	\$ 71,767.59 5,980.63 34.50	\$ 73,561.78 6,130.15 35.37	\$ 75,400.83 6,283.40 36.25	\$ 77,285.85 6,440.49 37.16	\$ 79,217.99 6,601.50 38.09	\$ 81,198.44 6,766.54 39.04	Annual Month \$/Hr.
Senior Accounting Technician (1)	8	\$ 60,375.58 5,031.30 29.03	\$ 61,884.97 5,157.08 29.75	\$ 63,432.09 5,286.01 30.50	\$ 65,017.90 5,418.16 31.26	\$ 66,643.34 5,553.61 32.04	\$ 68,309.43 5,692.45 32.84	\$ 70,017.16 5,834.76 33.66	\$ 71,767.59 5,980.63 34.50	\$ 73,561.78 6,130.15 35.37	\$ 75,400.83 6,283.40 36.25	\$ 77,285.85 6,440.49 37.16	Annual Month \$/Hr.
Water Production Op. II (3) Administrative Assistant (1) Purchasing & Whse Spec. (1)	7	\$ 57,466.35 4,788.86 27.63	\$ 58,903.00 4,908.58 28.32	\$ 60,375.58 5,031.30 29.03	\$ 61,884.97 5,157.08 29.75	\$ 63,432.09 5,286.01 30.50	\$ 65,017.90 5,418.16 31.26	\$ 66,643.34 5,553.61 32.04	\$ 68,309.43 5,692.45 32.84	\$ 70,017.16 5,834.76 33.66	\$ 71,767.59 5,980.63 34.50	\$ 73,561.78 6,130.15 35.37	Annual Month \$/Hr.
Field Operations Tech II (3), WWTPO I (1) Customer Service Rep. III (1) Accounting Technician (1), Collections System II (1)	6	\$ 54,697.30 4,558.11 26.30	\$ 56,064.73 4,672.06 26.95	\$ 57,466.35 4,788.86 27.63	\$ 58,903.00 4,908.58 28.32	\$ 60,375.58 5,031.30 29.03	\$ 61,884.97 5,157.08 29.75	\$ 63,432.09 5,286.01 30.50	\$ 65,017.90 5,418.16 31.26	\$ 66,643.34 5,553.61 32.04	\$ 68,309.43 5,692.45 32.84	\$ 70,017.16 5,834.76 33.66	Annual Month \$/Hr.
	5	\$ 52,061.67 4,338.47 25.03	\$ 53,363.22 4,446.93 25.66	\$ 54,697.30 4,558.11 26.30	\$ 56,064.73 4,672.06 26.95	\$ 57,466.35 4,788.86 27.63	\$ 58,903.00 4,908.58 28.32	\$ 60,375.58 5,031.30 29.03	\$ 61,884.97 5,157.08 29.75	\$ 63,432.09 5,286.01 30.50	\$ 65,017.90 5,418.16 31.26	\$ 66,643.34 5,553.61 32.04	Annual Month \$/Hr.
Office Specialist II (1), Customer Service Rep. II (2) Field Service Rep. II (2) Field Operations Tech. I (4)	4	\$ 49,553.05 4,129.42 23.82	\$ 50,791.88 4,232.66 24.42	\$ 52,061.67 4,338.47 25.03	\$ 53,363.22 4,446.93 25.66	\$ 54,697.30 4,558.11 26.30	\$ 56,064.73 4,672.06 26.95	\$ 57,466.35 4,788.86 27.63	\$ 58,903.00 4,908.58 28.32	\$ 60,375.58 5,031.30 29.03	\$ 61,884.97 5,157.08 29.75	\$ 63,432.09 5,286.01 30.50	Annual Month \$/Hr.</