

2025 Salary Schedule by Classification

The salary schedule lists each job classification approved by the Board of Directors, including those that may not currently be filled or differ from the organizational chart, such as part-time or temporary positions. Each classification is assigned a salary range, which is detailed in hourly rates across five steps. The annual salary range is calculated based on 2,080 hours, or 26 pay periods, for consistency, regardless of years with 27 pay periods.

Effective: January 1, 2025 Classification	Salary Range*	Hourly rates (per step)					Annual Range	
		Step 1	Step 2	Step 3	Step 4	Step 5	(based on 2080 hrs.; rounded to nearest dollar)	
Accounting Technician	26	32.29	33.90	35.59	37.37	39.24	67,163	81,619
Administrative Assistant	25	31.50	33.08	34.73	36.47	38.29	65,520	79,643
Assistant Director of Finance	60	74.73	78.47	82.39	86.51	90.84	155,438	188,947
Assistant General Manager	73	103.01	108.16	113.57	119.25	125.21	214,261	260,437
Associate Civil Engineer I	42	47.92	50.32	52.84	55.48	58.25	99,674	121,160
Associate Civil Engineer II	47	54.21	56.92	59.77	62.76	65.90	112,757	137,072
Cross Connection/Non-Potable Water Supervisor	42	47.92	50.32	52.84	55.48	58.25	99,674	121,160
Customer Service Representative I	20	27.85	29.24	30.70	32.23	33.84	57,928	70,387
Customer Service Representative II	25	31.50	33.08	34.73	36.47	38.29	65,520	79,643
Customer Service Supervisor	39	44.50	46.72	49.06	51.51	54.09	92,560	112,507
Development Services Technician	22	29.25	30.71	32.25	33.86	35.55	60,840	73,944
Director of Engineering	62	78.52	82.45	86.57	90.90	95.44	163,322	198,515
Director of Finance and Administration	67	88.83	93.27	97.93	102.83	107.97	184,766	224,578
Director of Information Technology	61	76.62	80.45	84.47	88.69	93.12	159,370	193,690
Director of Operations	61	76.62	80.45	84.47	88.69	93.12	159,370	193,690
Engineering Assistant	37	42.36	44.48	46.70	49.04	51.49	88,109	107,099
Engineering Intern	4	18.76	19.70	20.69	21.72	22.81	39,021	47,445
Executive Assistant	43	49.11	51.57	54.15	56.86	59.70	102,149	124,176
Finance Manager	50	58.38	61.30	64.36	67.58	70.96	121,430	147,597
General Manager	Contract					132.53	-	275,662
Human Resources Coordinator	33	38.37	40.29	42.30	44.42	46.64	79,810	97,011
Human Resources Manager	40	45.62	47.90	50.29	52.80	55.44	94,890	115,315
Maintenance Technician I	24	30.73	32.27	33.88	35.57	37.35	63,918	77,688
Maintenance Technician II	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758
Management Analyst I	31	36.53	38.36	40.28	42.29	44.40	75,982	92,352
Management Analyst II	38	43.42	45.59	47.87	50.26	52.77	90,314	109,762
Senior Civil Engineer	53	62.87	66.01	69.31	72.78	76.42	130,770	158,954
Senior Customer Service Rep	30	35.64	37.42	39.29	41.25	43.31	74,131	90,085
Senior Management Analyst	45	51.60	54.18	56.89	59.73	62.72	107,328	130,458
Senior Water Utility Worker	32	37.43	39.30	41.27	43.33	45.50	77,854	94,640
Water Production Operator I	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758
Water Production Operator II	33	38.37	40.29	42.30	44.42	46.64	79,810	97,011
Water Production Supervisor	47	54.21	56.92	59.77	62.76	65.90	112,757	137,072
Water Utility Superintendent	51	59.85	62.84	65.98	69.28	72.74	124,488	151,299
Water Utility Supervisor	44	50.36	52.88	55.52	58.30	61.21	104,749	127,317
Water Utility Worker I	24	30.73	32.27	33.88	35.57	37.35	63,918	77,688
Water Utility Worker II	28	33.92	35.62	37.40	39.27	41.23	70,554	85,758

Board of Directors

\$296.40 per day for meeting attendance in accordance with District rules and regulations

***Positions highlighted in grey are non-budget positions not intended to be filled in 2025*

Salary Range Schedule

The salary ranges, numbered 1 through 100, were established during the 2019 Classification and Compensation Study to promote transparency and consistency. Each range is separated by 2.5% and includes five hourly steps, reflecting the structure used to calculate individual salaries.

2025 Full Salary Range Schedule

Salary Range	Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5
1	17.42	18.29	19.20	20.16	21.17
2	17.86	18.75	19.69	20.67	21.70
3	18.30	19.22	20.18	21.19	22.25
4	18.76	19.70	20.69	21.72	22.81
5	19.23	20.19	21.20	22.26	23.37
6	19.71	20.70	21.73	22.82	23.96
7	20.20	21.21	22.27	23.38	24.55
8	20.70	21.74	22.83	23.97	25.17
9	21.22	22.28	23.39	24.56	25.79
10	21.76	22.85	23.99	25.19	26.45
11	22.30	23.42	24.59	25.82	27.11
12	22.86	24.00	25.20	26.46	27.78
13	23.43	24.60	25.83	27.12	28.48
14	24.01	25.21	26.47	27.79	29.18
15	24.61	25.84	27.13	28.49	29.91
16	25.23	26.49	27.81	29.20	30.66
17	25.98	27.28	28.64	30.07	31.57
18	26.51	27.84	29.23	30.69	32.22
19	27.15	28.51	29.94	31.44	33.01
20	27.85	29.24	30.70	32.23	33.84
21	28.54	29.97	31.47	33.04	34.69
22	29.25	30.71	32.25	33.86	35.55
23	29.98	31.48	33.05	34.70	36.44
24	30.73	32.27	33.88	35.57	37.35
25	31.50	33.08	34.73	36.47	38.29
26	32.29	33.90	35.59	37.37	39.24
27	33.10	34.76	36.50	38.32	40.24
28	33.92	35.62	37.40	39.27	41.23
29	34.77	36.51	38.34	40.26	42.27
30	35.64	37.42	39.29	41.25	43.31
31	36.53	38.36	40.28	42.29	44.40
32	37.43	39.30	41.27	43.33	45.50
33	38.37	40.29	42.30	44.42	46.64
34	39.33	41.30	43.36	45.53	47.81
35	40.32	42.34	44.46	46.68	49.01
36	41.31	43.38	45.55	47.83	50.22
37	42.36	44.48	46.70	49.04	51.49
38	43.42	45.59	47.87	50.26	52.77
39	44.50	46.72	49.06	51.51	54.09
40	45.62	47.90	50.29	52.80	55.44
41	46.75	49.09	51.54	54.12	56.83
42	47.92	50.32	52.84	55.48	58.25
43	49.11	51.57	54.15	56.86	59.70
44	50.36	52.88	55.52	58.30	61.21
45	51.60	54.18	56.89	59.73	62.72
46	52.88	55.52	58.30	61.22	64.28
47	54.21	56.92	59.77	62.76	65.90
48	55.57	58.35	61.27	64.33	67.55
49	56.95	59.80	62.79	65.93	69.23
50	58.38	61.30	64.36	67.58	70.96

Salary Range	Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5
51	59.85	62.84	65.98	69.28	72.74
52	61.33	64.40	67.62	71.00	74.55
53	62.87	66.01	69.31	72.78	76.42
54	64.45	67.67	71.05	74.60	78.33
55	66.06	69.36	72.83	76.47	80.29
56	67.71	71.10	74.65	78.38	82.30
57	69.39	72.86	76.50	80.33	84.35
58	71.13	74.69	78.42	82.34	86.46
59	72.90	76.55	80.38	84.40	88.62
60	74.73	78.47	82.39	86.51	90.84
61	76.62	80.45	84.47	88.69	93.12
62	78.52	82.45	86.57	90.90	95.44
63	80.48	84.50	88.73	93.17	97.83
64	82.50	86.62	90.95	95.50	100.28
65	84.55	88.78	93.22	97.88	102.77
66	86.66	90.99	95.54	100.32	105.34
67	88.83	93.27	97.93	102.83	107.97
68	91.05	95.60	100.38	105.40	110.67
69	93.33	98.00	102.90	108.04	113.44
70	95.66	100.44	105.46	110.73	116.27
71	98.05	102.95	108.10	113.50	119.18
72	100.50	105.53	110.81	116.35	122.17
73	103.01	108.16	113.57	119.25	125.21
74	105.60	110.88	116.42	122.24	128.35
75	108.23	113.64	119.32	125.29	131.55
76	110.94	116.49	122.31	128.43	134.85
77	113.72	119.41	125.38	131.65	138.23
78	116.55	122.38	128.50	134.92	141.67
79	119.47	125.44	131.71	138.30	145.22
80	122.46	128.58	135.01	141.76	148.85
81	125.51	131.79	138.38	145.30	152.57
82	128.66	135.09	141.84	148.93	156.38
83	131.86	138.45	145.37	152.64	160.27
84	135.15	141.91	149.01	156.46	164.28
85	138.54	145.47	152.74	160.38	168.40
86	142.00	149.10	156.56	164.39	172.61
87	145.56	152.84	160.48	168.50	176.92
88	149.20	156.66	164.49	172.71	181.35
89	152.93	160.58	168.61	177.04	185.89
90	156.75	164.59	172.82	181.46	190.53
91	160.67	168.70	177.13	185.99	195.29
92	164.68	172.91	181.56	190.64	200.17
93	168.80	177.24	186.10	195.41	205.18
94	173.03	181.68	190.76	200.30	210.31
95	177.34	186.21	195.52	205.30	215.56
96	181.78	190.87	200.41	210.43	220.95
97	186.33	195.65	205.43	215.70	226.48
98	190.98	200.53	210.56	221.09	232.14
99	195.75	205.54	215.82	226.61	237.94
100	200.65	210.68	221.21	232.27	243.88