

PALMDALE WATER DISTRICT 2025

Position	Range Number	Exemption Status
Account Technician	23	Non-Exempt
Accounting Supervisor	36	Exempt
Accounts Payable Technician	23	Non-Exempt
Assist. General Manager	48	Exempt
Assistant Engineer	33	Non-Exempt
Associate Engineer	35	Exempt
Construction Inspector I	27	Non-Exempt
Construction Inspector II	30	Non-Exempt
Construction Inspector III	33	Non-Exempt
Construction Inspector Trainee	25	Non-Exempt
Customer Account Technician	24	Non-Exempt
Customer Care Manager	37	Exempt
Customer Care Representative I	20	Non-Exempt
Customer Care Representative II	23	Non-Exempt
Customer Care Representative III	29	Non-Exempt
Customer Care Supervisor	36	Exempt
Customer Finance Supervisor	35	Exempt
Electrician I	26	Non-Exempt
Electrician II	29	Non-Exempt
Electrician III	32	Non-Exempt
Engineering Analyst	33	Non-Exempt
Engineering Manager	44	Exempt
Engineering Technician I	25	Non-Exempt
Engineering Technician II	28	Non-Exempt
Engineering Technician III	31	Non-Exempt
Executive Assistant	34	Exempt
Facilities Manager	41	Exempt
Field Customer Care Representative I	21	Non-Exempt
Field Customer Care Representative II	24	Non-Exempt
Field Customer Care Representative III	28	Non-Exempt
Finance Manager/CFO	45	Exempt
Fleet Equipment Mechanic I	25	Non-Exempt
Fleet Equipment Mechanic II	28	Non-Exempt
Fleet Equipment Mechanic III	31	Non-Exempt
GIS Coordinator	32	Non-Exempt
Help Desk Assistant	24	Non-Exempt
Human Resource Analyst	31	Exempt
Human Resources and Safety Coordinator	27	Non-Exempt
Human Resources Director	41	Exempt
Information Technician I	27	Non-Exempt
Information Technician II	30	Non-Exempt

PALMDALE WATER DISTRICT 2025

Position	Range Number	Exemption Status
Information Technology Manager	41	Exempt
Junior Engineer	31	Non-Exempt
Lab Analyst I	26	Non-Exempt
Lab Analyst II	29	Non-Exempt
Maintenance Worker I	21	Non-Exempt
Maintenance Worker II	24	Non-Exempt
Management Analyst	31	Non-Exempt
Network Administrator	34	Non-Exempt
Operation Supervisor - Construction	35	Exempt
Operations Manager	41	Exempt
Operations Supervisor - Mechanical	35	Exempt
Operations Technician I	25	Non-Exempt
Operations Technician II	28	Non-Exempt
Operations Technician III	31	Non-Exempt
Operator In Training	23	Non-Exempt
Operatotions Supervisor- WTP	35	Exempt
Plant Operator I	26	Non-Exempt
Plant Operator II	29	Non-Exempt
Plant Operator III	32	Non-Exempt
Principal Engineer	39	Exempt
Public Affairs Director	40	Exempt
Public Affairs Specialist I	27	Non-Exempt
Public Affairs Specialist II	30	Non-Exempt
Purchasing Technician	27	Non-Exempt
Resource and Analytics Director	45	Exempt
Resource and Analytics Supervisor	36	Exempt
Risk and Emergency Management Administrator	32	Exempt
Safety and Training Technician	29	Non-Exempt
SCADA/Instrumentation Technician I	27	Non-Exempt
SCADA/Instrumentation Technician II	30	Non-Exempt
SCADA/Instrumentation Technician III	33	Non-Exempt
Senior Engineer	37	Exempt
Service Worker I	23	Non-Exempt
Service Worker II	26	Non-Exempt
Service Worker III	29	Non-Exempt
Water Quality/Regulatory Affairs Supervisor	35	Exempt
Water Use Efficiency Technician I	27	Non-Exempt
Water Use Efficiency Technician II	30	Non-Exempt

HOURLY WAGES

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$11.9578	\$12.2567	\$12.5557	\$12.8696	\$13.1835	\$13.5131	\$13.8427	\$14.1888	\$14.5348
2	\$12.5557	\$12.8696	\$13.1835	\$13.5131	\$13.8427	\$14.1888	\$14.5348	\$14.8982	\$15.2615
3	\$13.1835	\$13.5131	\$13.8427	\$14.1888	\$14.5348	\$14.8982	\$15.2615	\$15.6430	\$16.0246
4	\$13.8427	\$14.1888	\$14.5348	\$14.8982	\$15.2615	\$15.6430	\$16.0246	\$16.4252	\$16.8258
5	\$14.5348	\$14.8982	\$15.2615	\$15.6430	\$16.0246	\$16.4252	\$16.8258	\$17.2464	\$17.6671
6	\$15.2615	\$15.6430	\$16.0246	\$16.4252	\$16.8258	\$17.2464	\$17.6671	\$18.1088	\$18.5505
7	\$16.0246	\$16.4252	\$16.8258	\$17.2464	\$17.6671	\$18.1088	\$18.5505	\$19.0143	\$19.4780
8	\$16.8258	\$17.2464	\$17.6671	\$18.1088	\$18.5505	\$19.0143	\$19.4780	\$19.9650	\$20.4519
9	\$17.6671	\$18.1088	\$18.5505	\$19.0143	\$19.4780	\$19.9650	\$20.4519	\$20.9632	\$21.4745
10	\$18.5505	\$19.0143	\$19.4780	\$19.9650	\$20.4519	\$20.9632	\$21.4745	\$22.0114	\$22.5482
11	\$19.4780	\$19.9650	\$20.4519	\$20.9632	\$21.4745	\$22.0114	\$22.5482	\$23.1119	\$23.6756
12	\$20.4519	\$20.9632	\$21.4745	\$22.0114	\$22.5482	\$23.1119	\$23.6756	\$24.2675	\$24.8594
13	\$21.4745	\$22.0114	\$22.5482	\$23.1119	\$23.6756	\$24.2675	\$24.8594	\$25.4809	\$26.1024
14	\$22.5482	\$23.1119	\$23.6756	\$24.2675	\$24.8594	\$25.4809	\$26.1024	\$26.7550	\$27.4075
15	\$23.6756	\$24.2675	\$24.8594	\$25.4809	\$26.1024	\$26.7550	\$27.4075	\$28.0927	\$28.7779
16	\$24.8594	\$25.4809	\$26.1024	\$26.7550	\$27.4075	\$28.0927	\$28.7779	\$29.4973	\$30.2168
17	\$26.1024	\$26.7550	\$27.4075	\$28.0927	\$28.7779	\$29.4973	\$30.2168	\$30.9722	\$31.7276
18	\$27.4075	\$28.0927	\$28.7779	\$29.4973	\$30.2168	\$30.9722	\$31.7276	\$32.5208	\$33.3140
19	\$28.7779	\$29.4973	\$30.2168	\$30.9722	\$31.7276	\$32.5208	\$33.3140	\$34.1469	\$34.9797
20	\$30.2168	\$30.9722	\$31.7276	\$32.5208	\$33.3140	\$34.1469	\$34.9797	\$35.8542	\$36.7287
21	\$31.7276	\$32.5208	\$33.3140	\$34.1469	\$34.9797	\$35.8542	\$36.7287	\$37.6469	\$38.5651
22	\$33.3140	\$34.1469	\$34.9797	\$35.8542	\$36.7287	\$37.6469	\$38.5651	\$39.5292	\$40.4934
23	\$34.9797	\$35.8542	\$36.7287	\$37.6469	\$38.5651	\$39.5292	\$40.4934	\$41.5057	\$42.5181
24	\$36.7287	\$37.6469	\$38.5651	\$39.5292	\$40.4934	\$41.5057	\$42.5181	\$43.5811	\$44.6440
25	\$38.5651	\$39.5292	\$40.4934	\$41.5057	\$42.5181	\$43.5811	\$44.6440	\$45.7601	\$46.8762
26	\$40.4934	\$41.5057	\$42.5181	\$43.5811	\$44.6440	\$45.7601	\$46.8762	\$48.0481	\$49.2200
27	\$42.5181	\$43.5811	\$44.6440	\$45.7601	\$46.8762	\$48.0481	\$49.2200	\$50.4505	\$51.6810
28	\$44.6440	\$45.7601	\$46.8762	\$48.0481	\$49.2200	\$50.4505	\$51.6810	\$52.9730	\$54.2651
29	\$46.8762	\$48.0481	\$49.2200	\$50.4505	\$51.6810	\$52.9730	\$54.2651	\$55.6217	\$56.9784
30	\$49.2200	\$50.4505	\$51.6810	\$52.9730	\$54.2651	\$55.6217	\$56.9784	\$58.4029	\$59.8273
31	\$51.6810	\$52.9730	\$54.2651	\$55.6217	\$56.9784	\$58.4029	\$59.8273	\$61.3230	\$62.8187
32	\$54.2651	\$55.6217	\$56.9784	\$58.4029	\$59.8273	\$61.3230	\$62.8187	\$64.3892	\$65.9596
33	\$56.9784	\$58.4029	\$59.8273	\$61.3230	\$62.8187	\$64.3892	\$65.9596	\$67.6086	\$69.2576
34	\$59.8273	\$61.3230	\$62.8187	\$64.3892	\$65.9596	\$67.6086	\$69.2576	\$70.9890	\$72.7205
35	\$62.8187	\$64.3892	\$65.9596	\$67.6086	\$69.2576	\$70.9890	\$72.7205	\$74.5385	\$76.3565
36	\$65.9596	\$67.6086	\$69.2576	\$70.9890	\$72.7205	\$74.5385	\$76.3565	\$78.2654	\$80.1743
37	\$69.2576	\$70.9890	\$72.7205	\$74.5385	\$76.3565	\$78.2654	\$80.1743	\$82.1787	\$84.1830
38	\$72.7205	\$74.5385	\$76.3565	\$78.2654	\$80.1743	\$82.1787	\$84.1830	\$86.2876	\$88.3922
39	\$76.3565	\$78.2654	\$80.1743	\$82.1787	\$84.1830	\$86.2876	\$88.3922	\$90.6020	\$92.8118
40	\$80.1743	\$82.1787	\$84.1830	\$86.2876	\$88.3922	\$90.6020	\$92.8118	\$95.1321	\$97.4524
41	\$84.1830	\$86.2876	\$88.3922	\$90.6020	\$92.8118	\$95.1321	\$97.4524	\$99.8887	\$102.3250
42	\$88.3922	\$90.6020	\$92.8118	\$95.1321	\$97.4524	\$99.8887	\$102.3250	\$104.8831	\$107.4413
43	\$92.8118	\$95.1321	\$97.4524	\$99.8887	\$102.3250	\$104.8831	\$107.4413	\$110.1273	\$112.8134
44	\$97.4524	\$99.8887	\$102.3250	\$104.8831	\$107.4413	\$110.1273	\$112.8134	\$115.6337	\$118.4541
45	\$102.3250	\$104.8831	\$107.4413	\$110.1273	\$112.8134	\$115.6337	\$118.4541	\$121.4155	\$124.3768
46	\$107.4413	\$110.1273	\$112.8134	\$115.6337	\$118.4541	\$121.4155	\$124.3768	\$127.4862	\$130.5956
47	\$112.8134	\$115.6337	\$118.4541	\$121.4155	\$124.3768	\$127.4862	\$130.5956	\$133.8605	\$137.1254
48	\$118.4541	\$121.4155	\$124.3768	\$127.4862	\$130.5956	\$133.8605	\$137.1254	\$140.5535	\$143.9817
49	\$124.3768	\$127.4862	\$130.5956	\$133.8605	\$137.1254	\$140.5535	\$143.9817	\$147.5812	\$151.1808
50	\$130.5956	\$133.8605	\$137.1254	\$140.5535	\$143.9817	\$147.5812	\$151.1808	\$154.9603	\$158.7398
51	\$137.1254	\$140.5535	\$143.9817	\$147.5812	\$151.1808	\$154.9603	\$158.7398	\$162.7083	\$166.6768
52	\$143.9817	\$147.5812	\$151.1808	\$154.9603	\$158.7398	\$162.7083	\$166.6768	\$170.8437	\$175.0106
53	\$151.1808	\$154.9603	\$158.7398	\$162.7083	\$166.6768	\$170.8437	\$175.0106	\$179.3859	\$183.7611
54	\$158.7398	\$162.7083	\$166.6768	\$170.8437	\$175.0106	\$179.3859	\$183.7611	\$188.3551	\$192.9492
55	\$166.6768	\$170.8437	\$175.0106	\$179.3859	\$183.7611	\$188.3551	\$192.9492	\$197.7729	\$202.5967

= 5% Base Steps

MONTHLY WAGES

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$2,072.69	\$2,124.49	\$2,176.32	\$2,230.73	\$2,285.14	\$2,342.27	\$2,399.40	\$2,459.39	\$2,519.37
2	\$2,176.32	\$2,230.73	\$2,285.14	\$2,342.27	\$2,399.40	\$2,459.39	\$2,519.37	\$2,582.35	\$2,645.33
3	\$2,285.14	\$2,342.27	\$2,399.40	\$2,459.39	\$2,519.37	\$2,582.35	\$2,645.33	\$2,711.45	\$2,777.60
4	\$2,399.40	\$2,459.39	\$2,519.37	\$2,582.35	\$2,645.33	\$2,711.45	\$2,777.60	\$2,847.03	\$2,916.47
5	\$2,519.37	\$2,582.35	\$2,645.33	\$2,711.45	\$2,777.60	\$2,847.03	\$2,916.47	\$2,989.38	\$3,062.30
6	\$2,645.33	\$2,711.45	\$2,777.60	\$2,847.03	\$2,916.47	\$2,989.38	\$3,062.30	\$3,138.86	\$3,215.42
7	\$2,777.60	\$2,847.03	\$2,916.47	\$2,989.38	\$3,062.30	\$3,138.86	\$3,215.42	\$3,295.81	\$3,376.19
8	\$2,916.47	\$2,989.38	\$3,062.30	\$3,138.86	\$3,215.42	\$3,295.81	\$3,376.19	\$3,460.60	\$3,545.00
9	\$3,062.30	\$3,138.86	\$3,215.42	\$3,295.81	\$3,376.19	\$3,460.60	\$3,545.00	\$3,633.62	\$3,722.25
10	\$3,215.42	\$3,295.81	\$3,376.19	\$3,460.60	\$3,545.00	\$3,633.62	\$3,722.25	\$3,815.31	\$3,908.35
11	\$3,376.19	\$3,460.60	\$3,545.00	\$3,633.62	\$3,722.25	\$3,815.31	\$3,908.35	\$4,006.06	\$4,103.77
12	\$3,545.00	\$3,633.62	\$3,722.25	\$3,815.31	\$3,908.35	\$4,006.06	\$4,103.77	\$4,206.37	\$4,308.96
13	\$3,722.25	\$3,815.31	\$3,908.35	\$4,006.06	\$4,103.77	\$4,206.37	\$4,308.96	\$4,416.69	\$4,524.42
14	\$3,908.35	\$4,006.06	\$4,103.77	\$4,206.37	\$4,308.96	\$4,416.69	\$4,524.42	\$4,637.53	\$4,750.63
15	\$4,103.77	\$4,206.37	\$4,308.96	\$4,416.69	\$4,524.42	\$4,637.53	\$4,750.63	\$4,869.40	\$4,988.17
16	\$4,308.96	\$4,416.69	\$4,524.42	\$4,637.53	\$4,750.63	\$4,869.40	\$4,988.17	\$5,112.87	\$5,237.58
17	\$4,524.42	\$4,637.53	\$4,750.63	\$4,869.40	\$4,988.17	\$5,112.87	\$5,237.58	\$5,368.51	\$5,499.45
18	\$4,750.63	\$4,869.40	\$4,988.17	\$5,112.87	\$5,237.58	\$5,368.51	\$5,499.45	\$5,636.94	\$5,774.43
19	\$4,988.17	\$5,112.87	\$5,237.58	\$5,368.51	\$5,499.45	\$5,636.94	\$5,774.43	\$5,918.80	\$6,063.15
20	\$5,237.58	\$5,368.51	\$5,499.45	\$5,636.94	\$5,774.43	\$5,918.80	\$6,063.15	\$6,214.73	\$6,366.31
21	\$5,499.45	\$5,636.94	\$5,774.43	\$5,918.80	\$6,063.15	\$6,214.73	\$6,366.31	\$6,525.46	\$6,684.62
22	\$5,774.43	\$5,918.80	\$6,063.15	\$6,214.73	\$6,366.31	\$6,525.46	\$6,684.62	\$6,851.73	\$7,018.86
23	\$6,063.15	\$6,214.73	\$6,366.31	\$6,525.46	\$6,684.62	\$6,851.73	\$7,018.86	\$7,194.32	\$7,369.80
24	\$6,366.31	\$6,525.46	\$6,684.62	\$6,851.73	\$7,018.86	\$7,194.32	\$7,369.80	\$7,554.06	\$7,738.29
25	\$6,684.62	\$6,851.73	\$7,018.86	\$7,194.32	\$7,369.80	\$7,554.06	\$7,738.29	\$7,931.75	\$8,125.21
26	\$7,018.86	\$7,194.32	\$7,369.80	\$7,554.06	\$7,738.29	\$7,931.75	\$8,125.21	\$8,328.34	\$8,531.47
27	\$7,369.80	\$7,554.06	\$7,738.29	\$7,931.75	\$8,125.21	\$8,328.34	\$8,531.47	\$8,744.75	\$8,958.04
28	\$7,738.29	\$7,931.75	\$8,125.21	\$8,328.34	\$8,531.47	\$8,744.75	\$8,958.04	\$9,181.99	\$9,405.95
29	\$8,125.21	\$8,328.34	\$8,531.47	\$8,744.75	\$8,958.04	\$9,181.99	\$9,405.95	\$9,641.09	\$9,876.26
30	\$8,531.47	\$8,744.75	\$8,958.04	\$9,181.99	\$9,405.95	\$9,641.09	\$9,876.26	\$10,123.17	\$10,370.07
31	\$8,958.04	\$9,181.99	\$9,405.95	\$9,641.09	\$9,876.26	\$10,123.17	\$10,370.07	\$10,629.32	\$10,888.57
32	\$9,405.95	\$9,641.09	\$9,876.26	\$10,123.17	\$10,370.07	\$10,629.32	\$10,888.57	\$11,160.79	\$11,433.00
33	\$9,876.26	\$10,123.17	\$10,370.07	\$10,629.32	\$10,888.57	\$11,160.79	\$11,433.00	\$11,718.82	\$12,004.65
34	\$10,370.07	\$10,629.32	\$10,888.57	\$11,160.79	\$11,433.00	\$11,718.82	\$12,004.65	\$12,304.76	\$12,604.89
35	\$10,888.57	\$11,160.79	\$11,433.00	\$11,718.82	\$12,004.65	\$12,304.76	\$12,604.89	\$12,920.01	\$13,235.13
36	\$11,433.00	\$11,718.82	\$12,004.65	\$12,304.76	\$12,604.89	\$12,920.01	\$13,235.13	\$13,566.00	\$13,896.88
37	\$12,004.65	\$12,304.76	\$12,604.89	\$12,920.01	\$13,235.13	\$13,566.00	\$13,896.88	\$14,244.31	\$14,591.72
38	\$12,604.89	\$12,920.01	\$13,235.13	\$13,566.00	\$13,896.88	\$14,244.31	\$14,591.72	\$14,956.52	\$15,321.31
39	\$13,235.13	\$13,566.00	\$13,896.88	\$14,244.31	\$14,591.72	\$14,956.52	\$15,321.31	\$15,704.35	\$16,087.38
40	\$13,896.88	\$14,244.31	\$14,591.72	\$14,956.52	\$15,321.31	\$15,704.35	\$16,087.38	\$16,489.56	\$16,891.75
41	\$14,591.72	\$14,956.52	\$15,321.31	\$15,704.35	\$16,087.38	\$16,489.56	\$16,891.75	\$17,314.04	\$17,736.33
42	\$15,321.31	\$15,704.35	\$16,087.38	\$16,489.56	\$16,891.75	\$17,314.04	\$17,736.33	\$18,179.74	\$18,623.16
43	\$16,087.38	\$16,489.56	\$16,891.75	\$17,314.04	\$17,736.33	\$18,179.74	\$18,623.16	\$19,088.73	\$19,554.32
44	\$16,891.75	\$17,314.04	\$17,736.33	\$18,179.74	\$18,623.16	\$19,088.73	\$19,554.32	\$20,043.17	\$20,532.04
45	\$17,736.33	\$18,179.74	\$18,623.16	\$19,088.73	\$19,554.32	\$20,043.17	\$20,532.04	\$21,045.35	\$21,558.65
46	\$18,623.16	\$19,088.73	\$19,554.32	\$20,043.17	\$20,532.04	\$21,045.35	\$21,558.65	\$22,097.61	\$22,636.57
47	\$19,554.32	\$20,043.17	\$20,532.04	\$21,045.35	\$21,558.65	\$22,097.61	\$22,636.57	\$23,202.49	\$23,768.40
48	\$20,532.04	\$21,045.35	\$21,558.65	\$22,097.61	\$22,636.57	\$23,202.49	\$23,768.40	\$24,362.61	\$24,956.83
49	\$21,558.65	\$22,097.61	\$22,636.57	\$23,202.49	\$23,768.40	\$24,362.61	\$24,956.83	\$25,580.74	\$26,204.67
50	\$22,636.57	\$23,202.49	\$23,768.40	\$24,362.61	\$24,956.83	\$25,580.74	\$26,204.67	\$26,859.79	\$27,514.90
51	\$23,768.40	\$24,362.61	\$24,956.83	\$25,580.74	\$26,204.67	\$26,859.79	\$27,514.90	\$28,202.77	\$28,890.65
52	\$24,956.83	\$25,580.74	\$26,204.67	\$26,859.79	\$27,514.90	\$28,202.77	\$28,890.65	\$29,612.91	\$30,335.17
53	\$26,204.67	\$26,859.79	\$27,514.90	\$28,202.77	\$28,890.65	\$29,612.91	\$30,335.17	\$31,093.56	\$31,851.92
54	\$27,514.90	\$28,202.77	\$28,890.65	\$29,612.91	\$30,335.17	\$31,093.56	\$31,851.92	\$32,648.22	\$33,444.53
55	\$28,890.65	\$29,612.91	\$30,335.17	\$31,093.56	\$31,851.92	\$32,648.22	\$33,444.53	\$34,280.64	\$35,116.76

= 5% Base Steps