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
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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

2 \$12,6567 \$12,8666 \$13,1836 \$13,5427 \$14,1886 \$14,8862 \$15,2615 \$15,6403 \$16,0226 \$4 \$13,8427 \$14,8868 \$14,8862 \$15,2615 \$15,6405 \$16,0226 \$4 \$13,8427 \$14,8868 \$14,8862 \$15,2615 \$15,6400 \$16,0226 \$16,222 \$16,0226 \$5 \$14,5348 \$14,8862 \$15,2615 \$15,6400 \$16,0226 \$16,222 \$16,0226 \$5 \$14,5348 \$14,8862 \$15,2615 \$15,6400 \$16,0226 \$16,222 \$16,0226	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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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 \$133.8605 \$137.1254 48 \$118.4541 \$121.4155 \$124.3768 \$127.4862 \$130.5956 \$133.8605 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.180 49 \$124.3768 \$127.4862 \$130.5956 \$133.8605 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.180 50 \$130.5956 \$133.8605 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.676 51 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 52 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398	45		\$104.8831		\$110.1273			\$118.4541		\$124.3768
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 \$151.180 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 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$166.6768 \$170	46	\$107.4413		\$112.8134				\$124.3768		\$130.5956
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 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.945				\$118.4541	\$121.4155			\$130.5956		\$137.1254
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 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.945	48	\$118.4541	\$121.4155	\$124.3768	\$127.4862	\$130.5956	\$133.8605	\$137.1254	\$140.5535	\$143.9817
51 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.676 52 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.945	49	\$124.3768	\$127.4862	\$130.5956	\$133.8605	\$137.1254	\$140.5535		\$147.5812	\$151.1808
51 \$137.1254 \$140.5535 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.676 52 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.945	50	\$130.5956	\$133.8605	\$137.1254	\$140.5535	\$143.9817	\$147.5812	\$151.1808	\$154.9603	\$158.7398
52 \$143.9817 \$147.5812 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.010 53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.945	51		\$140.5535							\$166.6768
53 \$151.1808 \$154.9603 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.761 54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.948	52			\$151.1808			\$162.7083	\$166.6768		\$175.0106
54 \$158.7398 \$162.7083 \$166.6768 \$170.8437 \$175.0106 \$179.3859 \$183.7611 \$188.3551 \$192.948										\$183.7611
							\$179.3859	\$183.7611		\$192.9492
\$202.590 \$171.172 \$171.0431 \$100.0010 \$173.0000 \$173.0000 \$173.0000 \$173.0000 \$173.0000 \$173.0000	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