

PALMDALE WATER DISTRICT 2023

Position	Range Number	Exemption Status
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 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
Finance Manager/CFO	45	Exempt
GIS Coordinator	32	Non-Exempt
Human Resource Analyst	31	Non-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
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

PALMDALE WATER DISTRICT 2023

Position	Range Number	Exemption Status
Network Administrator	34	Non-Exempt
Operation Supervisor - Construction	35	Exempt
Operations Manager	41	Exempt
Operations Supervisor - Engineering	35	Exempt
Operations Supervisor - Mechanical	35	Exempt
Operations Technician I	25	Non-Exempt
Operations Technician II	28	Non-Exempt
Operations Technician III - Fleet/Mechanical	31	Non-Exempt
Plant Operator I	26	Non-Exempt
Plant Operator II	29	Non-Exempt
Plant Operator III	32	Non-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 I	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 Customer Care Representative	29	Non-Exempt
Senior Engineer	38	Exempt
Senior Field Customer Care Representative	28	Non-Exempt
Service Worker I	23	Non-Exempt
Service Worker II	26	Non-Exempt
Service Worker III - Foreman	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

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$11.2933	\$11.5756	\$11.8580	\$12.1545	\$12.4509	\$12.7622	\$13.0734	\$13.4002	\$13.7271
2	\$11.8580	\$12.1545	\$12.4509	\$12.7622	\$13.0734	\$13.4002	\$13.7271	\$14.0703	\$14.4135
3	\$12.4509	\$12.7622	\$13.0734	\$13.4002	\$13.7271	\$14.0703	\$14.4135	\$14.7738	\$15.1342
4	\$13.0734	\$13.4002	\$13.7271	\$14.0703	\$14.4135	\$14.7738	\$15.1342	\$15.5126	\$15.8909
5	\$13.7271	\$14.0703	\$14.4135	\$14.7738	\$15.1342	\$15.5126	\$15.8909	\$16.2882	\$16.6854
6	\$14.4135	\$14.7738	\$15.1342	\$15.5126	\$15.8909	\$16.2882	\$16.6854	\$17.1025	\$17.5197
7	\$15.1342	\$15.5126	\$15.8909	\$16.2882	\$16.6854	\$17.1025	\$17.5197	\$17.9577	\$18.3957
8	\$15.8909	\$16.2882	\$16.6854	\$17.1025	\$17.5197	\$17.9577	\$18.3957	\$18.8556	\$19.3155
9	\$16.6854	\$17.1025	\$17.5197	\$17.9577	\$18.3957	\$18.8556	\$19.3155	\$19.7984	\$20.2813
10	\$17.5197	\$17.9577	\$18.3957	\$18.8556	\$19.3155	\$19.7984	\$20.2813	\$20.7883	\$21.2954
11	\$18.3957	\$18.8556	\$19.3155	\$19.7984	\$20.2813	\$20.7883	\$21.2954	\$21.8278	\$22.3602
12	\$19.3155	\$19.7984	\$20.2813	\$20.7883	\$21.2954	\$21.8278	\$22.3602	\$22.9192	\$23.4782
13	\$20.2813	\$20.7883	\$21.2954	\$21.8278	\$22.3602	\$22.9192	\$23.4782	\$24.0652	\$24.6521
14	\$21.2954	\$21.8278	\$22.3602	\$22.9192	\$23.4782	\$24.0652	\$24.6521	\$25.2684	\$25.8847
15	\$22.3602	\$22.9192	\$23.4782	\$24.0652	\$24.6521	\$25.2684	\$25.8847	\$26.5318	\$27.1789
16	\$23.4782	\$24.0652	\$24.6521	\$25.2684	\$25.8847	\$26.5318	\$27.1789	\$27.8584	\$28.5378
17	\$24.6521	\$25.2684	\$25.8847	\$26.5318	\$27.1789	\$27.8584	\$28.5378	\$29.2512	\$29.9647
18	\$25.8847	\$26.5318	\$27.1789	\$27.8584	\$28.5378	\$29.2512	\$29.9647	\$30.7138	\$31.4629
19	\$27.1789	\$27.8584	\$28.5378	\$29.2512	\$29.9647	\$30.7138	\$31.4629	\$32.2495	\$33.0360
20	\$28.5378	\$29.2512	\$29.9647	\$30.7138	\$31.4629	\$32.2495	\$33.0360	\$33.8619	\$34.6878
21	\$29.9647	\$30.7138	\$31.4629	\$32.2495	\$33.0360	\$33.8619	\$34.6878	\$35.5550	\$36.4222
22	\$31.4629	\$32.2495	\$33.0360	\$33.8619	\$34.6878	\$35.5550	\$36.4222	\$37.3328	\$38.2433
23	\$33.0360	\$33.8619	\$34.6878	\$35.5550	\$36.4222	\$37.3328	\$38.2433	\$39.1994	\$40.1555
24	\$34.6878	\$35.5550	\$36.4222	\$37.3328	\$38.2433	\$39.1994	\$40.1555	\$41.1594	\$42.1633
25	\$36.4222	\$37.3328	\$38.2433	\$39.1994	\$40.1555	\$41.1594	\$42.1633	\$43.2174	\$44.2715
26	\$38.2433	\$39.1994	\$40.1555	\$41.1594	\$42.1633	\$43.2174	\$44.2715	\$45.3783	\$46.4851
27	\$40.1555	\$41.1594	\$42.1633	\$43.2174	\$44.2715	\$45.3783	\$46.4851	\$47.6472	\$48.8094
28	\$42.1633	\$43.2174	\$44.2715	\$45.3783	\$46.4851	\$47.6472	\$48.8094	\$50.0296	\$51.2499
29	\$44.2715	\$45.3783	\$46.4851	\$47.6472	\$48.8094	\$50.0296	\$51.2499	\$52.5311	\$53.8124
30	\$46.4851	\$47.6472	\$48.8094	\$50.0296	\$51.2499	\$52.5311	\$53.8124	\$55.1577	\$56.5030
31	\$48.8094	\$50.0296	\$51.2499	\$52.5311	\$53.8124	\$55.1577	\$56.5030	\$57.9156	\$59.3282
32	\$51.2499	\$52.5311	\$53.8124	\$55.1577	\$56.5030	\$57.9156	\$59.3282	\$60.8114	\$62.2946
33	\$53.8124	\$55.1577	\$56.5030	\$57.9156	\$59.3282	\$60.8114	\$62.2946	\$63.8520	\$65.4093
34	\$56.5030	\$57.9156	\$59.3282	\$60.8114	\$62.2946	\$63.8520	\$65.4093	\$67.0445	\$68.6798
35	\$59.3282	\$60.8114	\$62.2946	\$63.8520	\$65.4093	\$67.0445	\$68.6798	\$70.3968	\$72.1138
36	\$62.2946	\$63.8520	\$65.4093	\$67.0445	\$68.6798	\$70.3968	\$72.1138	\$73.9166	\$75.7195
37	\$65.4093	\$67.0445	\$68.6798	\$70.3968	\$72.1138	\$73.9166	\$75.7195	\$77.6125	\$79.5055
38	\$68.6798	\$70.3968	\$72.1138	\$73.9166	\$75.7195	\$77.6125	\$79.5055	\$81.4931	\$83.4808
39	\$72.1138	\$73.9166	\$75.7195	\$77.6125	\$79.5055	\$81.4931	\$83.4808	\$85.5678	\$87.6548
40	\$75.7195	\$77.6125	\$79.5055	\$81.4931	\$83.4808	\$85.5678	\$87.6548	\$89.8462	\$92.0375
41	\$79.5055	\$81.4931	\$83.4808	\$85.5678	\$87.6548	\$89.8462	\$92.0375	\$94.3384	\$96.6394
42	\$83.4808	\$85.5678	\$87.6548	\$89.8462	\$92.0375	\$94.3384	\$96.6394	\$99.0554	\$101.4714
43	\$87.6548	\$89.8462	\$92.0375	\$94.3384	\$96.6394	\$99.0554	\$101.4714	\$104.0082	\$106.5450
44	\$92.0375	\$94.3384	\$96.6394	\$99.0554	\$101.4714	\$104.0082	\$106.5450	\$109.2086	\$111.8723
45	\$96.6394	\$99.0554	\$101.4714	\$104.0082	\$106.5450	\$109.2086	\$111.8723	\$114.6691	\$117.4659
46	\$101.4714	\$104.0082	\$106.5450	\$109.2086	\$111.8723	\$114.6691	\$117.4659	\$120.4025	\$123.3392
47	\$106.5450	\$109.2086	\$111.8723	\$114.6691	\$117.4659	\$120.4025	\$123.3392	\$126.4227	\$129.5062
48	\$111.8723	\$114.6691	\$117.4659	\$120.4025	\$123.3392	\$126.4227	\$129.5062	\$132.7439	\$135.9815
49	\$117.4659	\$120.4025	\$123.3392	\$126.4227	\$129.5062	\$132.7439	\$135.9815	\$139.3810	\$142.7806
50	\$123.3392	\$126.4227	\$129.5062	\$132.7439	\$135.9815	\$139.3810	\$142.7806	\$146.3501	\$149.9196
51	\$129.5062	\$132.7439	\$135.9815	\$139.3810	\$142.7806	\$146.3501	\$149.9196	\$153.6676	\$157.4156
52	\$135.9815	\$139.3810	\$142.7806	\$146.3501	\$149.9196	\$153.6676	\$157.4156	\$161.3510	\$165.2864
53	\$142.7806	\$146.3501	\$149.9196	\$153.6676	\$157.4156	\$161.3510	\$165.2864	\$169.4186	\$173.5507
54	\$149.9196	\$153.6676	\$157.4156	\$161.3510	\$165.2864	\$169.4186	\$173.5507	\$177.8895	\$182.2282
55	\$157.4156	\$161.3510	\$165.2864	\$169.4186	\$173.5507	\$177.8895	\$182.2282	\$186.7839	\$191.3396

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$1,957.51	\$2,006.44	\$2,055.39	\$2,106.78	\$2,158.16	\$2,212.11	\$2,266.06	\$2,322.70	\$2,379.36
2	\$2,055.39	\$2,106.78	\$2,158.16	\$2,212.11	\$2,266.06	\$2,322.70	\$2,379.36	\$2,438.85	\$2,498.34
3	\$2,158.16	\$2,212.11	\$2,266.06	\$2,322.70	\$2,379.36	\$2,438.85	\$2,498.34	\$2,560.79	\$2,623.26
4	\$2,266.06	\$2,322.70	\$2,379.36	\$2,438.85	\$2,498.34	\$2,560.79	\$2,623.26	\$2,688.85	\$2,754.42
5	\$2,379.36	\$2,438.85	\$2,498.34	\$2,560.79	\$2,623.26	\$2,688.85	\$2,754.42	\$2,823.29	\$2,892.14
6	\$2,498.34	\$2,560.79	\$2,623.26	\$2,688.85	\$2,754.42	\$2,823.29	\$2,892.14	\$2,964.43	\$3,036.75
7	\$2,623.26	\$2,688.85	\$2,754.42	\$2,823.29	\$2,892.14	\$2,964.43	\$3,036.75	\$3,112.67	\$3,188.59
8	\$2,754.42	\$2,823.29	\$2,892.14	\$2,964.43	\$3,036.75	\$3,112.67	\$3,188.59	\$3,268.30	\$3,348.02
9	\$2,892.14	\$2,964.43	\$3,036.75	\$3,112.67	\$3,188.59	\$3,268.30	\$3,348.02	\$3,431.72	\$3,515.43
10	\$3,036.75	\$3,112.67	\$3,188.59	\$3,268.30	\$3,348.02	\$3,431.72	\$3,515.43	\$3,603.31	\$3,691.20
11	\$3,188.59	\$3,268.30	\$3,348.02	\$3,431.72	\$3,515.43	\$3,603.31	\$3,691.20	\$3,783.49	\$3,875.77
12	\$3,348.02	\$3,431.72	\$3,515.43	\$3,603.31	\$3,691.20	\$3,783.49	\$3,875.77	\$3,972.66	\$4,069.55
13	\$3,515.43	\$3,603.31	\$3,691.20	\$3,783.49	\$3,875.77	\$3,972.66	\$4,069.55	\$4,171.30	\$4,273.03
14	\$3,691.20	\$3,783.49	\$3,875.77	\$3,972.66	\$4,069.55	\$4,171.30	\$4,273.03	\$4,379.86	\$4,486.68
15	\$3,875.77	\$3,972.66	\$4,069.55	\$4,171.30	\$4,273.03	\$4,379.86	\$4,486.68	\$4,598.85	\$4,711.01
16	\$4,069.55	\$4,171.30	\$4,273.03	\$4,379.86	\$4,486.68	\$4,598.85	\$4,711.01	\$4,828.79	\$4,946.55
17	\$4,273.03	\$4,379.86	\$4,486.68	\$4,598.85	\$4,711.01	\$4,828.79	\$4,946.55	\$5,070.21	\$5,193.88
18	\$4,486.68	\$4,598.85	\$4,711.01	\$4,828.79	\$4,946.55	\$5,070.21	\$5,193.88	\$5,323.73	\$5,453.57
19	\$4,711.01	\$4,828.79	\$4,946.55	\$5,070.21	\$5,193.88	\$5,323.73	\$5,453.57	\$5,589.91	\$5,726.24
20	\$4,946.55	\$5,070.21	\$5,193.88	\$5,323.73	\$5,453.57	\$5,589.91	\$5,726.24	\$5,869.40	\$6,012.55
21	\$5,193.88	\$5,323.73	\$5,453.57	\$5,589.91	\$5,726.24	\$5,869.40	\$6,012.55	\$6,162.87	\$6,313.18
22	\$5,453.57	\$5,589.91	\$5,726.24	\$5,869.40	\$6,012.55	\$6,162.87	\$6,313.18	\$6,471.02	\$6,628.84
23	\$5,726.24	\$5,869.40	\$6,012.55	\$6,162.87	\$6,313.18	\$6,471.02	\$6,628.84	\$6,794.56	\$6,960.29
24	\$6,012.55	\$6,162.87	\$6,313.18	\$6,471.02	\$6,628.84	\$6,794.56	\$6,960.29	\$7,134.30	\$7,308.31
25	\$6,313.18	\$6,471.02	\$6,628.84	\$6,794.56	\$6,960.29	\$7,134.30	\$7,308.31	\$7,491.02	\$7,673.73
26	\$6,628.84	\$6,794.56	\$6,960.29	\$7,134.30	\$7,308.31	\$7,491.02	\$7,673.73	\$7,865.57	\$8,057.42
27	\$6,960.29	\$7,134.30	\$7,308.31	\$7,491.02	\$7,673.73	\$7,865.57	\$8,057.42	\$8,258.85	\$8,460.30
28	\$7,308.31	\$7,491.02	\$7,673.73	\$7,865.57	\$8,057.42	\$8,258.85	\$8,460.30	\$8,671.80	\$8,883.32
29	\$7,673.73	\$7,865.57	\$8,057.42	\$8,258.85	\$8,460.30	\$8,671.80	\$8,883.32	\$9,105.39	\$9,327.48
30	\$8,057.42	\$8,258.85	\$8,460.30	\$8,671.80	\$8,883.32	\$9,105.39	\$9,327.48	\$9,560.67	\$9,793.85
31	\$8,460.30	\$8,671.80	\$8,883.32	\$9,105.39	\$9,327.48	\$9,560.67	\$9,793.85	\$10,038.70	\$10,283.55
32	\$8,883.32	\$9,105.39	\$9,327.48	\$9,560.67	\$9,793.85	\$10,038.70	\$10,283.55	\$10,540.64	\$10,797.73
33	\$9,327.48	\$9,560.67	\$9,793.85	\$10,038.70	\$10,283.55	\$10,540.64	\$10,797.73	\$11,067.68	\$11,337.61
34	\$9,793.85	\$10,038.70	\$10,283.55	\$10,540.64	\$10,797.73	\$11,067.68	\$11,337.61	\$11,621.05	\$11,904.50
35	\$10,283.55	\$10,540.64	\$10,797.73	\$11,067.68	\$11,337.61	\$11,621.05	\$11,904.50	\$12,202.11	\$12,499.73
36	\$10,797.73	\$11,067.68	\$11,337.61	\$11,621.05	\$11,904.50	\$12,202.11	\$12,499.73	\$12,812.21	\$13,124.71
37	\$11,337.61	\$11,621.05	\$11,904.50	\$12,202.11	\$12,499.73	\$12,812.21	\$13,124.71	\$13,452.83	\$13,780.95
38	\$11,904.50	\$12,202.11	\$12,499.73	\$12,812.21	\$13,124.71	\$13,452.83	\$13,780.95	\$14,125.47	\$14,470.01
39	\$12,499.73	\$12,812.21	\$13,124.71	\$13,452.83	\$13,780.95	\$14,125.47	\$14,470.01	\$14,831.75	\$15,193.50
40	\$13,124.71	\$13,452.83	\$13,780.95	\$14,125.47	\$14,470.01	\$14,831.75	\$15,193.50	\$15,573.34	\$15,953.17
41	\$13,780.95	\$14,125.47	\$14,470.01	\$14,831.75	\$15,193.50	\$15,573.34	\$15,953.17	\$16,351.99	\$16,750.83
42	\$14,470.01	\$14,831.75	\$15,193.50	\$15,573.34	\$15,953.17	\$16,351.99	\$16,750.83	\$17,169.60	\$17,588.38
43	\$15,193.50	\$15,573.34	\$15,953.17	\$16,351.99	\$16,750.83	\$17,169.60	\$17,588.38	\$18,028.09	\$18,467.80
44	\$15,953.17	\$16,351.99	\$16,750.83	\$17,169.60	\$17,588.38	\$18,028.09	\$18,467.80	\$18,929.49	\$19,391.20
45	\$16,750.83	\$17,169.60	\$17,588.38	\$18,028.09	\$18,467.80	\$18,929.49	\$19,391.20	\$19,875.98	\$20,360.76
46	\$17,588.38	\$18,028.09	\$18,467.80	\$18,929.49	\$19,391.20	\$19,875.98	\$20,360.76	\$20,869.77	\$21,378.79
47	\$18,467.80	\$18,929.49	\$19,391.20	\$19,875.98	\$20,360.76	\$20,869.77	\$21,378.79	\$21,913.27	\$22,447.74
48	\$19,391.20	\$19,875.98	\$20,360.76	\$20,869.77	\$21,378.79	\$21,913.27	\$22,447.74	\$23,008.94	\$23,570.13
49	\$20,360.76	\$20,869.77	\$21,378.79	\$21,913.27	\$22,447.74	\$23,008.94	\$23,570.13	\$24,159.37	\$24,748.64
50	\$21,378.79	\$21,913.27	\$22,447.74	\$23,008.94	\$23,570.13	\$24,159.37	\$24,748.64	\$25,367.35	\$25,986.06
51	\$22,447.74	\$23,008.94	\$23,570.13	\$24,159.37	\$24,748.64	\$25,367.35	\$25,986.06	\$26,635.72	\$27,285.37
52	\$23,570.13	\$24,159.37	\$24,748.64	\$25,367.35	\$25,986.06	\$26,635.72	\$27,285.37	\$27,967.51	\$28,649.64
53	\$24,748.64	\$25,367.35	\$25,986.06	\$26,635.72	\$27,285.37	\$27,967.51	\$28,649.64	\$29,365.89	\$30,082.12
54	\$25,986.06	\$26,635.72	\$27,285.37	\$27,967.51	\$28,649.64	\$29,365.89	\$30,082.12	\$30,834.18	\$31,586.22
55	\$27,285.37	\$27,967.51	\$28,649.64	\$29,365.89	\$30,082.12	\$30,834.18	\$31,586.22	\$32,375.88	\$33,165.53

= 5% Base Steps