

PALMDALE WATER DISTRICT RANGES

Position	Range Number	Exemption Status
Account Technician	24	Non-Exempt
Accounting Supervisor	37	Exempt
Accounts Payable Technician	25	Non-Exempt
Assistant Engineer	35	Exempt
Assistant General Manager/COO	49	Exempt
Associate Engineer	37	Exempt
Construction Inspector I	28	Non-Exempt
Construction Inspector II	31	Non-Exempt
Construction Inspector III	34	Non-Exempt
Construction Inspector Trainee	26	Non-Exempt
Customer Account Technician	25	Non-Exempt
Customer Care Representative I	22	Non-Exempt
Customer Care Representative II	25	Non-Exempt
Customer Care Representative III	29	Non-Exempt
Customer Care Supervisor	37	Exempt
Electrician I	27	Non-Exempt
Electrician II	30	Non-Exempt
Electrician III	33	Non-Exempt
Engineering Analyst	33	Non-Exempt
Engineering Manager	45	Exempt
Engineering Technician I	26	Non-Exempt
Engineering Technician II	29	Non-Exempt
Engineering Technician III	32	Non-Exempt
Executive Assistant	37	Exempt
Facilities Manager	43	Exempt
Field Customer Care Representative I	22	Non-Exempt
Field Customer Care Representative II	25	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	35	Non-Exempt
Help Desk Assistant	27	Non-Exempt
Human Resource Analyst	31	Exempt
Human Resources & Safety Coordinator	29	Non-Exempt
Human Resources Director	43	Exempt
Information Technology Manager	43	Exempt
Junior Engineer	33	Non-Exempt
Lab Analyst I	28	Non-Exempt
Lab Analyst II	31	Non-Exempt

PALMDALE WATER DISTRICT RANGES

Position	Range Number	Exemption Status
Maintenance Worker I	22	Non-Exempt
Maintenance Worker II	25	Non-Exempt
Management Analyst	31	Non-Exempt
Network Administrator	35	Non-Exempt
Operation Supervisor-Construction/Mechanical	37	Exempt
Operations Manager	43	Exempt
Operations Supervisor-Water Treatment Plant	37	Exempt
Operations Technician I	25	Non-Exempt
Operations Technician II	28	Non-Exempt
Operations Technician III	31	Non-Exempt
Operator In Training	26	Non-Exempt
Plant Operator I	29	Non-Exempt
Plant Operator II	32	Non-Exempt
Principal Engineer	41	Exempt
Public Affairs Director	43	Exempt
Public Affairs Specialist I	30	Non-Exempt
Public Affairs Specialist II	33	Non-Exempt
Purchasing Technician	28	Non-Exempt
Resource and Analytics Director	45	Exempt
Resource and Analytics Supervisor	38	Exempt
Risk & Emergency Management Admin	35	Exempt
Safety and Training Technician	29	Non-Exempt
SCADA/Instrumentation Technician I	30	Non-Exempt
SCADA/Instrumentation Technician II	33	Non-Exempt
SCADA/Instrumentation Technician III	36	Non-Exempt
Senior Engineer	39	Exempt
Service Worker I	23	Non-Exempt
Service Worker II	26	Non-Exempt
Service Worker III	29	Non-Exempt
Water Quality/Regulatory Affairs Supervisor	38	Exempt
Water Use Efficiency Technician I	29	Non-Exempt
Water Use Efficiency Technician II	32	Non-Exempt

2026 HOURLY SCALE

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
19	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90
20	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87
21	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94
22	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11
23	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24	\$47.40
24	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24	\$47.40	\$48.59	\$49.80
25	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24	\$47.40	\$48.59	\$49.80	\$51.05	\$52.33
26	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24	\$47.40	\$48.59	\$49.80	\$51.05	\$52.33	\$53.64	\$54.98
27	\$44.01	\$45.11	\$46.24	\$47.40	\$48.59	\$49.80	\$51.05	\$52.33	\$53.64	\$54.98	\$56.35	\$57.76
28	\$46.24	\$47.40	\$48.59	\$49.80	\$51.05	\$52.33	\$53.64	\$54.98	\$56.35	\$57.76	\$59.20	\$60.68
29	\$48.59	\$49.80	\$51.05	\$52.33	\$53.64	\$54.98	\$56.35	\$57.76	\$59.20	\$60.68	\$62.20	\$63.76
30	\$51.05	\$52.33	\$53.64	\$54.98	\$56.35	\$57.76	\$59.20	\$60.68	\$62.20	\$63.76	\$65.35	\$66.98
31	\$53.64	\$54.98	\$56.35	\$57.76	\$59.20	\$60.68	\$62.20	\$63.76	\$65.35	\$66.98	\$68.65	\$70.37
32	\$56.35	\$57.76	\$59.20	\$60.68	\$62.20	\$63.76	\$65.35	\$66.98	\$68.65	\$70.37	\$72.13	\$73.93
33	\$59.20	\$60.68	\$62.20	\$63.76	\$65.35	\$66.98	\$68.65	\$70.37	\$72.13	\$73.93	\$75.78	\$77.67
34	\$62.20	\$63.76	\$65.35	\$66.98	\$68.65	\$70.37	\$72.13	\$73.93	\$75.78	\$77.67	\$79.61	\$81.60
35	\$65.35	\$66.98	\$68.65	\$70.37	\$72.13	\$73.93	\$75.78	\$77.67	\$79.61	\$81.60	\$83.64	\$85.73
36	\$68.65	\$70.37	\$72.13	\$73.93	\$75.78	\$77.67	\$79.61	\$81.60	\$83.64	\$85.73	\$87.87	\$90.07
37	\$72.13	\$73.93	\$75.78	\$77.67	\$79.61	\$81.60	\$83.64	\$85.73	\$87.87	\$90.07	\$92.32	\$94.63
38	\$75.78	\$77.67	\$79.61	\$81.60	\$83.64	\$85.73	\$87.87	\$90.07	\$92.32	\$94.63	\$97.00	\$99.43
39	\$79.61	\$81.60	\$83.64	\$85.73	\$87.87	\$90.07	\$92.32	\$94.63	\$97.00	\$99.43	\$101.92	\$104.47
40	\$83.64	\$85.73	\$87.87	\$90.07	\$92.32	\$94.63	\$97.00	\$99.43	\$101.92	\$104.47	\$107.08	\$109.76
41	\$87.87	\$90.07	\$92.32	\$94.63	\$97.00	\$99.43	\$101.92	\$104.47	\$107.08	\$109.76	\$112.50	\$115.31
42	\$92.32	\$94.63	\$97.00	\$99.43	\$101.92	\$104.47	\$107.08	\$109.76	\$112.50	\$115.31	\$118.19	\$121.14
43	\$97.00	\$99.43	\$101.92	\$104.47	\$107.08	\$109.76	\$112.50	\$115.31	\$118.19	\$121.14	\$124.17	\$127.27
44	\$101.92	\$104.47	\$107.08	\$109.76	\$112.50	\$115.31	\$118.19	\$121.14	\$124.17	\$127.27	\$130.45	\$133.71
45	\$107.08	\$109.76	\$112.50	\$115.31	\$118.19	\$121.14	\$124.17	\$127.27	\$130.45	\$133.71	\$137.05	\$140.48
46	\$112.50	\$115.31	\$118.19	\$121.14	\$124.17	\$127.27	\$130.45	\$133.71	\$137.05	\$140.48	\$143.99	\$147.59
47	\$118.19	\$121.14	\$124.17	\$127.27	\$130.45	\$133.71	\$137.05	\$140.48	\$143.99	\$147.59	\$151.28	\$155.06
48	\$124.17	\$127.27	\$130.45	\$133.71	\$137.05	\$140.48	\$143.99	\$147.59	\$151.28	\$155.06	\$158.94	\$162.91
49	\$130.45	\$133.71	\$137.05	\$140.48	\$143.99	\$147.59	\$151.28	\$155.06	\$158.94	\$162.91	\$166.98	\$171.15
50	\$137.05	\$140.48	\$143.99	\$147.59	\$151.28	\$155.06	\$158.94	\$162.91	\$166.98	\$171.15	\$175.43	\$179.82
51	\$143.99	\$147.59	\$151.28	\$155.06	\$158.94	\$162.91	\$166.98	\$171.15	\$175.43	\$179.82	\$184.32	\$188.93
52	\$151.28	\$155.06	\$158.94	\$162.91	\$166.98	\$171.15	\$175.43	\$179.82	\$184.32	\$188.93	\$193.65	\$198.49
53	\$158.94	\$162.91	\$166.98	\$171.15	\$175.43	\$179.82	\$184.32	\$188.93	\$193.65	\$198.49	\$203.45	\$208.54
54	\$166.98	\$171.15	\$175.43	\$179.82	\$184.32	\$188.93	\$193.65	\$198.49	\$203.45	\$208.54	\$213.75	\$219.09
55	\$175.43	\$179.82	\$184.32	\$188.93	\$193.65	\$198.49	\$203.45	\$208.54	\$213.75	\$219.09	\$224.57	\$230.18

2.5% between each step

2026 MONTHLY SCALE

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
19	\$5,137.60	\$5,265.87	\$5,397.60	\$5,532.80	\$5,671.47	\$5,813.60	\$5,959.20	\$6,108.27	\$6,260.80	\$6,416.80	\$6,578.00	\$6,742.67
20	\$5,397.60	\$5,532.80	\$5,671.47	\$5,813.60	\$5,959.20	\$6,108.27	\$6,260.80	\$6,416.80	\$6,578.00	\$6,742.67	\$6,910.80	\$7,084.13
21	\$5,671.47	\$5,813.60	\$5,959.20	\$6,108.27	\$6,260.80	\$6,416.80	\$6,578.00	\$6,742.67	\$6,910.80	\$7,084.13	\$7,260.93	\$7,442.93
22	\$5,959.20	\$6,108.27	\$6,260.80	\$6,416.80	\$6,578.00	\$6,742.67	\$6,910.80	\$7,084.13	\$7,260.93	\$7,442.93	\$7,628.40	\$7,819.07
23	\$6,260.80	\$6,416.80	\$6,578.00	\$6,742.67	\$6,910.80	\$7,084.13	\$7,260.93	\$7,442.93	\$7,628.40	\$7,819.07	\$8,014.93	\$8,216.00
24	\$6,578.00	\$6,742.67	\$6,910.80	\$7,084.13	\$7,260.93	\$7,442.93	\$7,628.40	\$7,819.07	\$8,014.93	\$8,216.00	\$8,422.27	\$8,632.00
25	\$6,910.80	\$7,084.13	\$7,260.93	\$7,442.93	\$7,628.40	\$7,819.07	\$8,014.93	\$8,216.00	\$8,422.27	\$8,632.00	\$8,848.67	\$9,070.53
26	\$7,260.93	\$7,442.93	\$7,628.40	\$7,819.07	\$8,014.93	\$8,216.00	\$8,422.27	\$8,632.00	\$8,848.67	\$9,070.53	\$9,297.60	\$9,529.87
27	\$7,628.40	\$7,819.07	\$8,014.93	\$8,216.00	\$8,422.27	\$8,632.00	\$8,848.67	\$9,070.53	\$9,297.60	\$9,529.87	\$9,767.33	\$10,011.73
28	\$8,014.93	\$8,216.00	\$8,422.27	\$8,632.00	\$8,848.67	\$9,070.53	\$9,297.60	\$9,529.87	\$9,767.33	\$10,011.73	\$10,261.33	\$10,517.87
29	\$8,422.27	\$8,632.00	\$8,848.67	\$9,070.53	\$9,297.60	\$9,529.87	\$9,767.33	\$10,011.73	\$10,261.33	\$10,517.87	\$10,781.33	\$11,051.73
30	\$8,848.67	\$9,070.53	\$9,297.60	\$9,529.87	\$9,767.33	\$10,011.73	\$10,261.33	\$10,517.87	\$10,781.33	\$11,051.73	\$11,327.33	\$11,609.87
31	\$9,297.60	\$9,529.87	\$9,767.33	\$10,011.73	\$10,261.33	\$10,517.87	\$10,781.33	\$11,051.73	\$11,327.33	\$11,609.87	\$11,899.33	\$12,197.47
32	\$9,767.33	\$10,011.73	\$10,261.33	\$10,517.87	\$10,781.33	\$11,051.73	\$11,327.33	\$11,609.87	\$11,899.33	\$12,197.47	\$12,502.53	\$12,814.53
33	\$10,261.33	\$10,517.87	\$10,781.33	\$11,051.73	\$11,327.33	\$11,609.87	\$11,899.33	\$12,197.47	\$12,502.53	\$12,814.53	\$13,135.20	\$13,462.80
34	\$10,781.33	\$11,051.73	\$11,327.33	\$11,609.87	\$11,899.33	\$12,197.47	\$12,502.53	\$12,814.53	\$13,135.20	\$13,462.80	\$13,799.07	\$14,144.00
35	\$11,327.33	\$11,609.87	\$11,899.33	\$12,197.47	\$12,502.53	\$12,814.53	\$13,135.20	\$13,462.80	\$13,799.07	\$14,144.00	\$14,497.60	\$14,859.87
36	\$11,899.33	\$12,197.47	\$12,502.53	\$12,814.53	\$13,135.20	\$13,462.80	\$13,799.07	\$14,144.00	\$14,497.60	\$14,859.87	\$15,230.80	\$15,612.13
37	\$12,502.53	\$12,814.53	\$13,135.20	\$13,462.80	\$13,799.07	\$14,144.00	\$14,497.60	\$14,859.87	\$15,230.80	\$15,612.13	\$16,002.13	\$16,402.53
38	\$13,135.20	\$13,462.80	\$13,799.07	\$14,144.00	\$14,497.60	\$14,859.87	\$15,230.80	\$15,612.13	\$16,002.13	\$16,402.53	\$16,813.33	\$17,234.53
39	\$13,799.07	\$14,144.00	\$14,497.60	\$14,859.87	\$15,230.80	\$15,612.13	\$16,002.13	\$16,402.53	\$16,813.33	\$17,234.53	\$17,666.13	\$18,108.13
40	\$14,497.60	\$14,859.87	\$15,230.80	\$15,612.13	\$16,002.13	\$16,402.53	\$16,813.33	\$17,234.53	\$17,666.13	\$18,108.13	\$18,560.53	\$19,025.07
41	\$15,230.80	\$15,612.13	\$16,002.13	\$16,402.53	\$16,813.33	\$17,234.53	\$17,666.13	\$18,108.13	\$18,560.53	\$19,025.07	\$19,500.00	\$19,987.07
42	\$16,002.13	\$16,402.53	\$16,813.33	\$17,234.53	\$17,666.13	\$18,108.13	\$18,560.53	\$19,025.07	\$19,500.00	\$19,987.07	\$20,486.27	\$20,997.60
43	\$16,813.33	\$17,234.53	\$17,666.13	\$18,108.13	\$18,560.53	\$19,025.07	\$19,500.00	\$19,987.07	\$20,486.27	\$20,997.60	\$21,522.80	\$22,060.13
44	\$17,666.13	\$18,108.13	\$18,560.53	\$19,025.07	\$19,500.00	\$19,987.07	\$20,486.27	\$20,997.60	\$21,522.80	\$22,060.13	\$22,611.33	\$23,176.40
45	\$18,560.53	\$19,025.07	\$19,500.00	\$19,987.07	\$20,486.27	\$20,997.60	\$21,522.80	\$22,060.13	\$22,611.33	\$23,176.40	\$23,755.33	\$24,349.87
46	\$19,500.00	\$19,987.07	\$20,486.27	\$20,997.60	\$21,522.80	\$22,060.13	\$22,611.33	\$23,176.40	\$23,755.33	\$24,349.87	\$24,958.27	\$25,582.27
47	\$20,486.27	\$20,997.60	\$21,522.80	\$22,060.13	\$22,611.33	\$23,176.40	\$23,755.33	\$24,349.87	\$24,958.27	\$25,582.27	\$26,221.87	\$26,877.07
48	\$21,522.80	\$22,060.13	\$22,611.33	\$23,176.40	\$23,755.33	\$24,349.87	\$24,958.27	\$25,582.27	\$26,221.87	\$26,877.07	\$27,549.60	\$28,237.73
49	\$22,611.33	\$23,176.40	\$23,755.33	\$24,349.87	\$24,958.27	\$25,582.27	\$26,221.87	\$26,877.07	\$27,549.60	\$28,237.73	\$28,943.20	\$29,666.00
50	\$23,755.33	\$24,349.87	\$24,958.27	\$25,582.27	\$26,221.87	\$26,877.07	\$27,549.60	\$28,237.73	\$28,943.20	\$29,666.00	\$30,407.87	\$31,168.80
51	\$24,958.27	\$25,582.27	\$26,221.87	\$26,877.07	\$27,549.60	\$28,237.73	\$28,943.20	\$29,666.00	\$30,407.87	\$31,168.80	\$31,948.80	\$32,747.87
52	\$26,221.87	\$26,877.07	\$27,549.60	\$28,237.73	\$28,943.20	\$29,666.00	\$30,407.87	\$31,168.80	\$31,948.80	\$32,747.87	\$33,566.00	\$34,404.93
53	\$27,549.60	\$28,237.73	\$28,943.20	\$29,666.00	\$30,407.87	\$31,168.80	\$31,948.80	\$32,747.87	\$33,566.00	\$34,404.93	\$35,264.67	\$36,146.93
54	\$28,943.20	\$29,666.00	\$30,407.87	\$31,168.80	\$31,948.80	\$32,747.87	\$33,566.00	\$34,404.93	\$35,264.67	\$36,146.93	\$37,050.00	\$37,975.60
55	\$30,407.87	\$31,168.80	\$31,948.80	\$32,747.87	\$33,566.00	\$34,404.93	\$35,264.67	\$36,146.93	\$37,050.00	\$37,975.60	\$38,925.47	\$39,897.87

2.5% between each step