

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
Operations 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
19	\$28.78	\$29.50	\$30.23	\$30.99	\$31.77	\$32.56	\$33.37	\$34.21	\$35.06
20	\$30.22	\$30.97	\$31.75	\$32.54	\$33.35	\$34.19	\$35.04	\$35.92	\$36.82
21	\$31.73	\$32.52	\$33.33	\$34.17	\$35.02	\$35.90	\$36.79	\$37.71	\$38.66
22	\$33.31	\$34.15	\$35.00	\$35.88	\$36.77	\$37.69	\$38.63	\$39.60	\$40.59
23	\$34.98	\$35.85	\$36.75	\$37.67	\$38.61	\$39.58	\$40.57	\$41.58	\$42.62
24	\$36.73	\$37.65	\$38.59	\$39.55	\$40.54	\$41.56	\$42.59	\$43.66	\$44.75
25	\$38.57	\$39.53	\$40.52	\$41.53	\$42.57	\$43.63	\$44.72	\$45.84	\$46.99
26	\$40.49	\$41.51	\$42.54	\$43.61	\$44.70	\$45.81	\$46.96	\$48.13	\$49.34
27	\$42.52	\$43.58	\$44.67	\$45.79	\$46.93	\$48.11	\$49.31	\$50.54	\$51.80
28	\$44.64	\$45.76	\$46.90	\$48.08	\$49.28	\$50.51	\$51.77	\$53.07	\$54.39
29	\$46.88	\$48.05	\$49.25	\$50.48	\$51.74	\$53.04	\$54.36	\$55.72	\$57.11
30	\$49.22	\$50.45	\$51.71	\$53.00	\$54.33	\$55.69	\$57.08	\$58.51	\$59.97
31	\$51.68	\$52.97	\$54.30	\$55.65	\$57.05	\$58.47	\$59.93	\$61.43	\$62.97
32	\$54.27	\$55.62	\$57.01	\$58.44	\$59.90	\$61.40	\$62.93	\$64.50	\$66.12
33	\$56.98	\$58.40	\$59.86	\$61.36	\$62.89	\$64.47	\$66.08	\$67.73	\$69.42
34	\$59.83	\$61.32	\$62.86	\$64.43	\$66.04	\$67.69	\$69.38	\$71.12	\$72.89
35	\$62.82	\$64.39	\$66.00	\$67.65	\$69.34	\$71.07	\$72.85	\$74.67	\$76.54
36	\$65.96	\$67.61	\$69.30	\$71.03	\$72.81	\$74.63	\$76.49	\$78.41	\$80.37
37	\$69.26	\$70.99	\$72.76	\$74.58	\$76.45	\$78.36	\$80.32	\$82.33	\$84.38
38	\$72.72	\$74.54	\$76.40	\$78.31	\$80.27	\$82.28	\$84.33	\$86.44	\$88.60
39	\$76.36	\$78.27	\$80.22	\$82.23	\$84.28	\$86.39	\$88.55	\$90.76	\$93.03
40	\$80.17	\$82.18	\$84.23	\$86.34	\$88.50	\$90.71	\$92.98	\$95.30	\$97.68
41	\$84.18	\$86.29	\$88.44	\$90.66	\$92.92	\$95.25	\$97.63	\$100.07	\$102.57
42	\$88.39	\$90.60	\$92.87	\$95.19	\$97.57	\$100.01	\$102.51	\$105.07	\$107.70
43	\$92.81	\$95.13	\$97.51	\$99.95	\$102.45	\$105.01	\$107.63	\$110.32	\$113.08
44	\$97.45	\$99.89	\$102.39	\$104.95	\$107.57	\$110.26	\$113.01	\$115.84	\$118.74
45	\$102.33	\$104.88	\$107.51	\$110.19	\$112.95	\$115.77	\$118.67	\$121.63	\$124.67
46	\$107.44	\$110.13	\$112.88	\$115.70	\$118.60	\$121.56	\$124.60	\$127.71	\$130.91
47	\$112.81	\$115.63	\$118.52	\$121.49	\$124.52	\$127.64	\$130.83	\$134.10	\$137.45
48	\$118.45	\$121.42	\$124.45	\$127.56	\$130.75	\$134.02	\$137.37	\$140.80	\$144.33
49	\$124.38	\$127.49	\$130.67	\$133.94	\$137.29	\$140.72	\$144.24	\$147.84	\$151.54
50	\$130.60	\$133.86	\$137.21	\$140.64	\$144.15	\$147.76	\$151.45	\$155.24	\$159.12
51	\$137.13	\$140.55	\$144.07	\$147.67	\$151.36	\$155.14	\$159.02	\$163.00	\$167.07
52	\$143.98	\$147.58	\$151.27	\$155.05	\$158.93	\$162.90	\$166.97	\$171.15	\$175.43
53	\$151.18	\$154.96	\$158.83	\$162.81	\$166.88	\$171.05	\$175.32	\$179.71	\$184.20
54	\$158.74	\$162.71	\$166.78	\$170.95	\$175.22	\$179.60	\$184.09	\$188.69	\$193.41
55	\$166.68	\$170.84	\$175.11	\$179.49	\$183.98	\$188.58	\$193.29	\$198.13	\$203.08

2.5% between each step

MONTHLY WAGES

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
19	\$4,988.17	\$5,112.87	\$5,240.68	\$5,371.70	\$5,506.00	\$5,643.65	\$5,784.74	\$5,929.35	\$6,077.59
20	\$5,237.58	\$5,368.51	\$5,502.73	\$5,640.30	\$5,781.31	\$5,925.83	\$6,073.98	\$6,225.84	\$6,381.49
21	\$5,499.45	\$5,636.94	\$5,777.86	\$5,922.30	\$6,070.36	\$6,222.11	\$6,377.66	\$6,537.11	\$6,700.55
22	\$5,774.43	\$5,918.80	\$6,066.77	\$6,218.44	\$6,373.90	\$6,533.25	\$6,696.58	\$6,864.00	\$7,035.60
23	\$6,063.15	\$6,214.73	\$6,370.10	\$6,529.36	\$6,692.59	\$6,859.91	\$7,031.41	\$7,207.18	\$7,387.36
24	\$6,366.31	\$6,525.46	\$6,688.60	\$6,855.82	\$7,027.21	\$7,202.88	\$7,382.96	\$7,567.54	\$7,756.74
25	\$6,684.62	\$6,851.73	\$7,023.02	\$7,198.59	\$7,378.56	\$7,563.02	\$7,752.09	\$7,945.89	\$8,144.53
26	\$7,018.86	\$7,194.32	\$7,374.17	\$7,558.53	\$7,747.50	\$7,941.18	\$8,139.72	\$8,343.21	\$8,551.78
27	\$7,369.80	\$7,554.06	\$7,742.90	\$7,936.48	\$8,134.90	\$8,338.27	\$8,546.72	\$8,760.39	\$8,979.39
28	\$7,738.29	\$7,931.75	\$8,130.04	\$8,333.29	\$8,541.62	\$8,755.17	\$8,974.06	\$9,198.40	\$9,428.36
29	\$8,125.21	\$8,328.34	\$8,536.55	\$8,749.95	\$8,968.70	\$9,192.92	\$9,422.75	\$9,658.32	\$9,899.78
30	\$8,531.47	\$8,744.75	\$8,963.38	\$9,187.46	\$9,417.15	\$9,652.57	\$9,893.88	\$10,141.23	\$10,394.77
31	\$8,958.04	\$9,181.99	\$9,411.53	\$9,646.81	\$9,887.99	\$10,135.20	\$10,388.58	\$10,648.30	\$10,914.51
32	\$9,405.95	\$9,641.09	\$9,882.11	\$10,129.17	\$10,382.39	\$10,641.96	\$10,908.01	\$11,180.71	\$11,460.23
33	\$9,876.26	\$10,123.17	\$10,376.25	\$10,635.66	\$10,901.56	\$11,174.09	\$11,453.43	\$11,739.76	\$12,033.25
34	\$10,370.07	\$10,629.32	\$10,895.06	\$11,167.43	\$11,446.62	\$11,732.79	\$12,026.11	\$12,326.76	\$12,634.93
35	\$10,888.57	\$11,160.79	\$11,439.81	\$11,725.81	\$12,018.95	\$12,319.42	\$12,627.40	\$12,943.09	\$13,266.67
36	\$11,433.00	\$11,718.82	\$12,011.79	\$12,312.09	\$12,619.90	\$12,935.40	\$13,258.79	\$13,590.25	\$13,930.00
37	\$12,004.65	\$12,304.76	\$12,612.37	\$12,927.69	\$13,250.88	\$13,582.16	\$13,921.72	\$14,269.75	\$14,626.49
38	\$12,604.89	\$12,920.01	\$13,243.01	\$13,574.10	\$13,913.45	\$14,261.28	\$14,617.81	\$14,983.25	\$15,357.82
39	\$13,235.13	\$13,566.00	\$13,905.15	\$14,252.78	\$14,609.11	\$14,974.34	\$15,348.70	\$15,732.43	\$16,125.74
40	\$13,896.88	\$14,244.31	\$14,600.42	\$14,965.43	\$15,339.57	\$15,723.05	\$16,116.12	\$16,519.01	\$16,932.00
41	\$14,591.72	\$14,956.52	\$15,330.43	\$15,713.69	\$16,106.53	\$16,509.20	\$16,921.93	\$17,344.98	\$17,778.61
42	\$15,321.31	\$15,704.35	\$16,096.96	\$16,499.39	\$16,911.87	\$17,334.67	\$17,768.04	\$18,212.24	\$18,667.55
43	\$16,087.38	\$16,489.56	\$16,901.80	\$17,324.35	\$17,757.46	\$18,201.40	\$18,656.44	\$19,122.84	\$19,600.91
44	\$16,891.75	\$17,314.04	\$17,746.89	\$18,190.55	\$18,645.31	\$19,111.44	\$19,589.23	\$20,078.97	\$20,580.94
45	\$17,736.33	\$18,179.74	\$18,634.23	\$19,100.09	\$19,577.58	\$20,067.03	\$20,568.70	\$21,082.91	\$21,609.99
46	\$18,623.16	\$19,088.73	\$19,565.95	\$20,055.10	\$20,556.48	\$21,070.40	\$21,597.16	\$22,137.09	\$22,690.53
47	\$19,554.32	\$20,043.17	\$20,544.25	\$21,057.85	\$21,584.30	\$22,123.90	\$22,676.99	\$23,243.91	\$23,825.01
48	\$20,532.04	\$21,045.35	\$21,571.49	\$22,110.78	\$22,663.56	\$23,230.15	\$23,810.90	\$24,406.18	\$25,016.33
49	\$21,558.65	\$22,097.61	\$22,650.06	\$23,216.30	\$23,796.71	\$24,391.62	\$25,001.41	\$25,626.45	\$26,267.11
50	\$22,636.57	\$23,202.49	\$23,782.55	\$24,377.11	\$24,986.54	\$25,611.20	\$26,251.47	\$26,907.76	\$27,580.45
51	\$23,768.40	\$24,362.61	\$24,971.67	\$25,595.96	\$26,235.85	\$26,891.75	\$27,564.04	\$28,253.14	\$28,959.48
52	\$24,956.83	\$25,580.74	\$26,220.25	\$26,875.77	\$27,547.66	\$28,236.35	\$28,942.26	\$29,665.83	\$30,407.47
53	\$26,204.67	\$26,859.79	\$27,531.28	\$28,219.57	\$28,925.05	\$29,648.18	\$30,389.39	\$31,149.13	\$31,927.86
54	\$27,514.90	\$28,202.77	\$28,907.84	\$29,630.54	\$30,371.29	\$31,130.58	\$31,908.85	\$32,706.56	\$33,524.23
55	\$28,890.65	\$29,612.91	\$30,353.23	\$31,112.07	\$31,889.87	\$32,687.11	\$33,504.29	\$34,341.91	\$35,200.46

2.5% between each step