

Hi-Desert Water District  
Salary Grade Classification Chart - Proposed  
Effective July 1, 2025 (1st Payroll in FY 2025/2026)

Grade	Annual Min	Annual Max	Current Titles	2.5% COLA		2.50%																	
				Hr. Min	Hr. Max	Mo Min	Mo Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
1	37,452.26	51,730.76	- Open -	18.01	24.87	3,121.02	4,310.90	18.01	18.46	18.92	19.40	19.89	20.39	20.90	21.43	21.97	22.52	23.08	23.66	23.96	24.26	24.56	24.87
2	42,406.10	58,573.23	- Open -	20.39	28.16	3,533.84	4,881.10	20.39	20.90	21.43	21.97	22.52	23.08	23.66	24.26	24.87	25.50	26.14	26.80	27.13	27.47	27.81	28.16
3	45,687.62	63,105.81	- Open -	21.97	30.34	3,807.30	5,258.82	21.97	22.52	23.08	23.66	24.26	24.87	25.50	26.14	26.80	27.47	28.16	28.87	29.23	29.59	29.96	30.34
4	49,838.36	68,839.00	Customer Service Representative I Field Service Technician I	23.96	33.10	4,153.20	5,736.58	23.96	24.56	25.18	25.81	26.46	27.13	27.81	28.51	29.23	29.96	30.72	31.49	31.88	32.28	32.69	33.10
5	58,573.23	80,904.00	Customer Service Representative II Billing Technician I Field Service Technician II Laborer - RFT/TEMP Construction & Maintenance I Production Operator I	28.16	38.90	4,881.10	6,742.00	28.16	28.87	29.59	30.34	31.10	31.88	32.69	33.51	34.35	35.22	36.10	37.01	37.47	37.94	38.42	38.90
6	61,557.26	85,025.68	Accounting Technician I Billing Technician II Wastewater Treatment Plant Operator in Training (OIT)	29.59	40.88	5,129.77	7,085.47	29.59	30.34	31.10	31.88	32.69	33.51	34.35	35.22	36.10	37.01	37.94	38.90	39.38	39.87	40.37	40.88
7	65,501.98	90,474.31	Accounting Technician II Administrative Assistant II Collection Technician I Lead Customer Service Rep Field Service Technician Lead Pipe Layer RTF and Temporary Construction & Maintenance II Production Operator II	31.49	43.50	5,458.50	7,539.53	31.49	32.28	33.10	33.93	34.78	35.66	36.55	37.47	38.42	39.38	40.37	41.39	41.91	42.43	42.96	43.50
8	68,839.00	95,083.55	Accounting Technician III Collection System Technician II Wastewater Treatment Plant Operator I Water Quality Technician I	33.10	45.71	5,736.58	7,923.63	33.10	33.93	34.78	35.66	36.55	37.47	38.42	39.38	40.37	41.39	42.43	43.50	44.04	44.59	45.15	45.71
9	74,165.98	102,441.42	Construction & Maintenance III Production Operator III Board Secretary/Community Outreach Coordinator I	35.66	49.25	6,180.50	8,536.79	35.66	36.55	37.47	38.42	39.38	40.37	41.39	42.43	43.50	44.59	45.71	46.86	47.45	48.04	48.64	49.25
10	78,918.70	109,006.09	Administrative Assistant III Equipment Operator - RFT and Temporary Wastewater Treatment Plant Operator II Collection System Technician II Water Quality Technician II Purchasing & Facility Technician Board Secretary/Community Outreach Coordinator II	37.94	52.41	6,576.56	9,083.84	37.94	38.90	39.87	40.88	41.91	42.96	44.04	45.15	46.28	47.45	48.64	49.87	50.49	51.12	51.76	52.41
11	82,939.24	114,559.44	Production Operator IV District Service Coordinator Construction Lead	39.87	55.08	6,911.60	9,546.62	39.87	40.88	41.91	42.96	44.04	45.15	46.28	47.45	48.64	49.87	51.12	52.41	53.06	53.73	54.40	55.08
12	90,474.31	124,967.22	Construction & Maintenance IV Lead Collection System Technician Water Quality Technician III Wastewater Treatment Plant Operator III District Services Administrator	43.50	60.08	7,539.53	10,413.93	43.50	44.59	45.71	46.86	48.04	49.25	50.49	51.76	53.06	54.40	55.77	57.17	57.88	58.61	59.34	60.08
13	98,693.94	136,320.55	Customer Service and Billing Manager	47.45	65.54	8,224.50	11,360.05	47.45	48.64	49.87	51.12	52.41	53.73	55.08	56.46	57.88	59.34	60.83	62.36	63.14	63.93	64.73	65.54
14	103,721.94	143,265.44	Production Foreman Inspector Coordinator Wastewater Plant Operator Lead	49.87	68.88	8,643.49	11,938.79	49.87	51.12	52.41	53.73	55.08	56.46	57.88	59.34	60.83	62.36	63.93	65.54	66.36	67.19	68.03	68.88
15	114,559.44	158,234.69	Construction Supervisor Production Supervisor	55.08	76.07	9,546.62	13,186.22	55.08	56.46	57.88	59.34	60.83	62.36	63.93	65.54	67.19	68.88	70.61	72.39	73.29	74.21	75.14	76.07
16	123,424.41	170,479.40	Chief Plant Operator Construction Superintendent Human Resources Manager*	59.34	81.96	10,285.37	14,206.62	59.34	60.83	62.36	63.93	65.54	67.19	68.88	70.61	72.39	74.21	76.07	77.99	78.96	79.95	80.95	81.96
17	139,749.86	193,028.85	Director of Public and Government Affairs* Director of HR and Risk Management* Director of District Services*	67.19	92.80	11,645.82	16,085.74	67.19	68.88	70.61	72.39	74.21	76.07	77.99	79.95	81.96	84.02	86.14	88.30	89.41	90.53	91.66	92.80
18	150,564.15	207,966.03	- Open -	72.39	99.98	12,547.01	17,330.50	72.39	74.21	76.07	77.99	79.95	81.96	84.02	86.14	88.30	90.53	92.80	95.14	96.33	97.53	98.75	99.98
19	162,215.28	224,059.11	Director of Operations*	77.99	107.72	13,517.94	18,671.59	77.99	79.95	81.96	84.02	86.14	88.30	90.53	92.80	95.14	97.53	99.98	102.50	103.78	105.08	106.39	107.72
20	179,164.53	247,470.17	Chief Financial Officer*	86.14	118.98	14,930.38	20,622.51	86.14	88.30	90.53	92.80	95.14	97.53	99.98	102.50	105.08	107.72	110.43	113.21	114.62	116.06	117.51	118.98
21	197,884.73	273,327.36	Assistant General Manager - Operations*	95.14	131.41	16,490.39	22,777.28	95.14	97.53	99.98	102.50	105.08	107.72	110.43	113.21	116.06	118.98	121.97	125.04	126.60	128.18	129.79	131.41
N/A	266,427.20		General Manager*	128.09		22,202.27																	

\* Exempt Employees