

**PALMDALE WATER DISTRICT 2024**

<b>Position</b>	<b>Range Number</b>	<b>Exemption Status</b>
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
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
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

**PALMDALE WATER DISTRICT 2024**

<b>Position</b>	<b>Range Number</b>	<b>Exemption Status</b>
Management Analyst	31	Non-Exempt
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	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	\$11.6321	\$11.9229	\$12.2137	\$12.5190	\$12.8244	\$13.1450	\$13.4656	\$13.8022	\$14.1389
2	\$12.2137	\$12.5190	\$12.8244	\$13.1450	\$13.4656	\$13.8022	\$14.1389	\$14.4924	\$14.8458
3	\$12.8244	\$13.1450	\$13.4656	\$13.8022	\$14.1389	\$14.4924	\$14.8458	\$15.2169	\$15.5881
4	\$13.4656	\$13.8022	\$14.1389	\$14.4924	\$14.8458	\$15.2169	\$15.5881	\$15.9778	\$16.3675
5	\$14.1389	\$14.4924	\$14.8458	\$15.2169	\$15.5881	\$15.9778	\$16.3675	\$16.7767	\$17.1859
6	\$14.8458	\$15.2169	\$15.5881	\$15.9778	\$16.3675	\$16.7767	\$17.1859	\$17.6155	\$18.0452
7	\$15.5881	\$15.9778	\$16.3675	\$16.7767	\$17.1859	\$17.6155	\$18.0452	\$18.4963	\$18.9475
8	\$16.3675	\$16.7767	\$17.1859	\$17.6155	\$18.0452	\$18.4963	\$18.9475	\$19.4212	\$19.8949
9	\$17.1859	\$17.6155	\$18.0452	\$18.4963	\$18.9475	\$19.4212	\$19.8949	\$20.3923	\$20.8896
10	\$18.0452	\$18.4963	\$18.9475	\$19.4212	\$19.8949	\$20.3923	\$20.8896	\$21.4118	\$21.9341
11	\$18.9475	\$19.4212	\$19.8949	\$20.3923	\$20.8896	\$21.4118	\$21.9341	\$22.4825	\$23.0308
12	\$19.8949	\$20.3923	\$20.8896	\$21.4118	\$21.9341	\$22.4825	\$23.0308	\$23.6066	\$24.1823
13	\$20.8896	\$21.4118	\$21.9341	\$22.4825	\$23.0308	\$23.6066	\$24.1823	\$24.7869	\$25.3914
14	\$21.9341	\$22.4825	\$23.0308	\$23.6066	\$24.1823	\$24.7869	\$25.3914	\$26.0262	\$26.6610
15	\$23.0308	\$23.6066	\$24.1823	\$24.7869	\$25.3914	\$26.0262	\$26.6610	\$27.3275	\$27.9941
16	\$24.1823	\$24.7869	\$25.3914	\$26.0262	\$26.6610	\$27.3275	\$27.9941	\$28.6940	\$29.3938
17	\$25.3914	\$26.0262	\$26.6610	\$27.3275	\$27.9941	\$28.6940	\$29.3938	\$30.1286	\$30.8635
18	\$26.6610	\$27.3275	\$27.9941	\$28.6940	\$29.3938	\$30.1286	\$30.8635	\$31.6351	\$32.4067
19	\$27.9941	\$28.6940	\$29.3938	\$30.1286	\$30.8635	\$31.6351	\$32.4067	\$33.2169	\$34.0270
20	\$29.3938	\$30.1286	\$30.8635	\$31.6351	\$32.4067	\$33.2169	\$34.0270	\$34.8777	\$35.7284
21	\$30.8635	\$31.6351	\$32.4067	\$33.2169	\$34.0270	\$34.8777	\$35.7284	\$36.6216	\$37.5148
22	\$32.4067	\$33.2169	\$34.0270	\$34.8777	\$35.7284	\$36.6216	\$37.5148	\$38.4527	\$39.3905
23	\$34.0270	\$34.8777	\$35.7284	\$36.6216	\$37.5148	\$38.4527	\$39.3905	\$40.3753	\$41.3600
24	\$35.7284	\$36.6216	\$37.5148	\$38.4527	\$39.3905	\$40.3753	\$41.3600	\$42.3940	\$43.4280
25	\$37.5148	\$38.4527	\$39.3905	\$40.3753	\$41.3600	\$42.3940	\$43.4280	\$44.5137	\$45.5994
26	\$39.3905	\$40.3753	\$41.3600	\$42.3940	\$43.4280	\$44.5137	\$45.5994	\$46.7394	\$47.8794
27	\$41.3600	\$42.3940	\$43.4280	\$44.5137	\$45.5994	\$46.7394	\$47.8794	\$49.0764	\$50.2734
28	\$43.4280	\$44.5137	\$45.5994	\$46.7394	\$47.8794	\$49.0764	\$50.2734	\$51.5302	\$52.7871
29	\$45.5994	\$46.7394	\$47.8794	\$49.0764	\$50.2734	\$51.5302	\$52.7871	\$54.1068	\$55.4265
30	\$47.8794	\$49.0764	\$50.2734	\$51.5302	\$52.7871	\$54.1068	\$55.4265	\$56.8122	\$58.1978
31	\$50.2734	\$51.5302	\$52.7871	\$54.1068	\$55.4265	\$56.8122	\$58.1978	\$59.6527	\$61.1077
32	\$52.7871	\$54.1068	\$55.4265	\$56.8122	\$58.1978	\$59.6527	\$61.1077	\$62.6354	\$64.1631
33	\$55.4265	\$56.8122	\$58.1978	\$59.6527	\$61.1077	\$62.6354	\$64.1631	\$65.7672	\$67.3713
34	\$58.1978	\$59.6527	\$61.1077	\$62.6354	\$64.1631	\$65.7672	\$67.3713	\$69.0556	\$70.7399
35	\$61.1077	\$62.6354	\$64.1631	\$65.7672	\$67.3713	\$69.0556	\$70.7399	\$72.5084	\$74.2769
36	\$64.1631	\$65.7672	\$67.3713	\$69.0556	\$70.7399	\$72.5084	\$74.2769	\$76.1338	\$77.9907
37	\$67.3713	\$69.0556	\$70.7399	\$72.5084	\$74.2769	\$76.1338	\$77.9907	\$79.9405	\$81.8902
38	\$70.7399	\$72.5084	\$74.2769	\$76.1338	\$77.9907	\$79.9405	\$81.8902	\$83.9375	\$85.9847
39	\$74.2769	\$76.1338	\$77.9907	\$79.9405	\$81.8902	\$83.9375	\$85.9847	\$88.1343	\$90.2839
40	\$77.9907	\$79.9405	\$81.8902	\$83.9375	\$85.9847	\$88.1343	\$90.2839	\$92.5410	\$94.7981
41	\$81.8902	\$83.9375	\$85.9847	\$88.1343	\$90.2839	\$92.5410	\$94.7981	\$97.1681	\$99.5380
42	\$85.9847	\$88.1343	\$90.2839	\$92.5410	\$94.7981	\$97.1681	\$99.5380	\$102.0265	\$104.5149
43	\$90.2839	\$92.5410	\$94.7981	\$97.1681	\$99.5380	\$102.0265	\$104.5149	\$107.1278	\$109.7406
44	\$94.7981	\$97.1681	\$99.5380	\$102.0265	\$104.5149	\$107.1278	\$109.7406	\$112.4841	\$115.2276
45	\$99.5380	\$102.0265	\$104.5149	\$107.1278	\$109.7406	\$112.4841	\$115.2276	\$118.1083	\$120.9890
46	\$104.5149	\$107.1278	\$109.7406	\$112.4841	\$115.2276	\$118.1083	\$120.9890	\$124.0137	\$127.0385
47	\$109.7406	\$112.4841	\$115.2276	\$118.1083	\$120.9890	\$124.0137	\$127.0385	\$130.2145	\$133.3904
48	\$115.2276	\$118.1083	\$120.9890	\$124.0137	\$127.0385	\$130.2145	\$133.3904	\$136.7252	\$140.0599
49	\$120.9890	\$124.0137	\$127.0385	\$130.2145	\$133.3904	\$136.7252	\$140.0599	\$143.5614	\$147.0629
50	\$127.0385	\$130.2145	\$133.3904	\$136.7252	\$140.0599	\$143.5614	\$147.0629	\$150.7395	\$154.4160
51	\$133.3904	\$136.7252	\$140.0599	\$143.5614	\$147.0629	\$150.7395	\$154.4160	\$158.2764	\$162.1368
52	\$140.0599	\$143.5614	\$147.0629	\$150.7395	\$154.4160	\$158.2764	\$162.1368	\$166.1902	\$170.2436
53	\$147.0629	\$150.7395	\$154.4160	\$158.2764	\$162.1368	\$166.1902	\$170.2436	\$174.4997	\$178.7558
54	\$154.4160	\$158.2764	\$162.1368	\$166.1902	\$170.2436	\$174.4997	\$178.7558	\$183.2247	\$187.6936
55	\$162.1368	\$166.1902	\$170.2436	\$174.4997	\$178.7558	\$183.2247	\$187.6936	\$192.3859	\$197.0783

= 5% Base Steps

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$2,016.23	\$2,066.64	\$2,117.04	\$2,169.96	\$2,222.90	\$2,278.47	\$2,334.04	\$2,392.38	\$2,450.74
2	\$2,117.04	\$2,169.96	\$2,222.90	\$2,278.47	\$2,334.04	\$2,392.38	\$2,450.74	\$2,512.02	\$2,573.27
3	\$2,222.90	\$2,278.47	\$2,334.04	\$2,392.38	\$2,450.74	\$2,512.02	\$2,573.27	\$2,637.60	\$2,701.94
4	\$2,334.04	\$2,392.38	\$2,450.74	\$2,512.02	\$2,573.27	\$2,637.60	\$2,701.94	\$2,769.49	\$2,837.03
5	\$2,450.74	\$2,512.02	\$2,573.27	\$2,637.60	\$2,701.94	\$2,769.49	\$2,837.03	\$2,907.96	\$2,978.89
6	\$2,573.27	\$2,637.60	\$2,701.94	\$2,769.49	\$2,837.03	\$2,907.96	\$2,978.89	\$3,053.35	\$3,127.83
7	\$2,701.94	\$2,769.49	\$2,837.03	\$2,907.96	\$2,978.89	\$3,053.35	\$3,127.83	\$3,206.03	\$3,284.23
8	\$2,837.03	\$2,907.96	\$2,978.89	\$3,053.35	\$3,127.83	\$3,206.03	\$3,284.23	\$3,366.34	\$3,448.45
9	\$2,978.89	\$3,053.35	\$3,127.83	\$3,206.03	\$3,284.23	\$3,366.34	\$3,448.45	\$3,534.67	\$3,620.86
10	\$3,127.83	\$3,206.03	\$3,284.23	\$3,366.34	\$3,448.45	\$3,534.67	\$3,620.86	\$3,711.38	\$3,801.91
11	\$3,284.23	\$3,366.34	\$3,448.45	\$3,534.67	\$3,620.86	\$3,711.38	\$3,801.91	\$3,896.97	\$3,992.01
12	\$3,448.45	\$3,534.67	\$3,620.86	\$3,711.38	\$3,801.91	\$3,896.97	\$3,992.01	\$4,091.81	\$4,191.60
13	\$3,620.86	\$3,711.38	\$3,801.91	\$3,896.97	\$3,992.01	\$4,091.81	\$4,191.60	\$4,296.40	\$4,401.18
14	\$3,801.91	\$3,896.97	\$3,992.01	\$4,091.81	\$4,191.60	\$4,296.40	\$4,401.18	\$4,511.21	\$4,621.24
15	\$3,992.01	\$4,091.81	\$4,191.60	\$4,296.40	\$4,401.18	\$4,511.21	\$4,621.24	\$4,736.77	\$4,852.31
16	\$4,191.60	\$4,296.40	\$4,401.18	\$4,511.21	\$4,621.24	\$4,736.77	\$4,852.31	\$4,973.63	\$5,094.93
17	\$4,401.18	\$4,511.21	\$4,621.24	\$4,736.77	\$4,852.31	\$4,973.63	\$5,094.93	\$5,222.29	\$5,349.67
18	\$4,621.24	\$4,736.77	\$4,852.31	\$4,973.63	\$5,094.93	\$5,222.29	\$5,349.67	\$5,483.42	\$5,617.16
19	\$4,852.31	\$4,973.63	\$5,094.93	\$5,222.29	\$5,349.67	\$5,483.42	\$5,617.16	\$5,757.60	\$5,898.01
20	\$5,094.93	\$5,222.29	\$5,349.67	\$5,483.42	\$5,617.16	\$5,757.60	\$5,898.01	\$6,045.47	\$6,192.92
21	\$5,349.67	\$5,483.42	\$5,617.16	\$5,757.60	\$5,898.01	\$6,045.47	\$6,192.92	\$6,347.74	\$6,502.57
22	\$5,617.16	\$5,757.60	\$5,898.01	\$6,045.47	\$6,192.92	\$6,347.74	\$6,502.57	\$6,665.13	\$6,827.69
23	\$5,898.01	\$6,045.47	\$6,192.92	\$6,347.74	\$6,502.57	\$6,665.13	\$6,827.69	\$6,998.39	\$7,169.07
24	\$6,192.92	\$6,347.74	\$6,502.57	\$6,665.13	\$6,827.69	\$6,998.39	\$7,169.07	\$7,348.29	\$7,527.52
25	\$6,502.57	\$6,665.13	\$6,827.69	\$6,998.39	\$7,169.07	\$7,348.29	\$7,527.52	\$7,715.71	\$7,903.90
26	\$6,827.69	\$6,998.39	\$7,169.07	\$7,348.29	\$7,527.52	\$7,715.71	\$7,903.90	\$8,101.50	\$8,299.10
27	\$7,169.07	\$7,348.29	\$7,527.52	\$7,715.71	\$7,903.90	\$8,101.50	\$8,299.10	\$8,506.58	\$8,714.06
28	\$7,527.52	\$7,715.71	\$7,903.90	\$8,101.50	\$8,299.10	\$8,506.58	\$8,714.06	\$8,931.90	\$9,149.76
29	\$7,903.90	\$8,101.50	\$8,299.10	\$8,506.58	\$8,714.06	\$8,931.90	\$9,149.76	\$9,378.51	\$9,607.26
30	\$8,299.10	\$8,506.58	\$8,714.06	\$8,931.90	\$9,149.76	\$9,378.51	\$9,607.26	\$9,847.45	\$10,087.62
31	\$8,714.06	\$8,931.90	\$9,149.76	\$9,378.51	\$9,607.26	\$9,847.45	\$10,087.62	\$10,339.80	\$10,592.00
32	\$9,149.76	\$9,378.51	\$9,607.26	\$9,847.45	\$10,087.62	\$10,339.80	\$10,592.00	\$10,856.80	\$11,121.60
33	\$9,607.26	\$9,847.45	\$10,087.62	\$10,339.80	\$10,592.00	\$10,856.80	\$11,121.60	\$11,399.65	\$11,677.69
34	\$10,087.62	\$10,339.80	\$10,592.00	\$10,856.80	\$11,121.60	\$11,399.65	\$11,677.69	\$11,969.64	\$12,261.58
35	\$10,592.00	\$10,856.80	\$11,121.60	\$11,399.65	\$11,677.69	\$11,969.64	\$12,261.58	\$12,568.12	\$12,874.66
36	\$11,121.60	\$11,399.65	\$11,677.69	\$11,969.64	\$12,261.58	\$12,568.12	\$12,874.66	\$13,196.53	\$13,518.39
37	\$11,677.69	\$11,969.64	\$12,261.58	\$12,568.12	\$12,874.66	\$13,196.53	\$13,518.39	\$13,856.35	\$14,194.30
38	\$12,261.58	\$12,568.12	\$12,874.66	\$13,196.53	\$13,518.39	\$13,856.35	\$14,194.30	\$14,549.17	\$14,904.01
39	\$12,874.66	\$13,196.53	\$13,518.39	\$13,856.35	\$14,194.30	\$14,549.17	\$14,904.01	\$15,276.61	\$15,649.21
40	\$13,518.39	\$13,856.35	\$14,194.30	\$14,549.17	\$14,904.01	\$15,276.61	\$15,649.21	\$16,040.44	\$16,431.67
41	\$14,194.30	\$14,549.17	\$14,904.01	\$15,276.61	\$15,649.21	\$16,040.44	\$16,431.67	\$16,842.47	\$17,253.25
42	\$14,904.01	\$15,276.61	\$15,649.21	\$16,040.44	\$16,431.67	\$16,842.47	\$17,253.25	\$17,684.59	\$18,115.92
43	\$15,649.21	\$16,040.44	\$16,431.67	\$16,842.47	\$17,253.25	\$17,684.59	\$18,115.92	\$18,568.82	\$19,021.70
44	\$16,431.67	\$16,842.47	\$17,253.25	\$17,684.59	\$18,115.92	\$18,568.82	\$19,021.70	\$19,497.24	\$19,972.78
45	\$17,253.25	\$17,684.59	\$18,115.92	\$18,568.82	\$19,021.70	\$19,497.24	\$19,972.78	\$20,472.11	\$20,971.43
46	\$18,115.92	\$18,568.82	\$19,021.70	\$19,497.24	\$19,972.78	\$20,472.11	\$20,971.43	\$21,495.71	\$22,020.01
47	\$19,021.70	\$19,497.24	\$19,972.78	\$20,472.11	\$20,971.43	\$21,495.71	\$22,020.01	\$22,570.51	\$23,121.00
48	\$19,972.78	\$20,472.11	\$20,971.43	\$21,495.71	\$22,020.01	\$22,570.51	\$23,121.00	\$23,699.03	\$24,277.05
49	\$20,971.43	\$21,495.71	\$22,020.01	\$22,570.51	\$23,121.00	\$23,699.03	\$24,277.05	\$24,883.98	\$25,490.90
50	\$22,020.01	\$22,570.51	\$23,121.00	\$23,699.03	\$24,277.05	\$24,883.98	\$25,490.90	\$26,128.18	\$26,765.44
51	\$23,121.00	\$23,699.03	\$24,277.05	\$24,883.98	\$25,490.90	\$26,128.18	\$26,765.44	\$27,434.58	\$28,103.71
52	\$24,277.05	\$24,883.98	\$25,490.90	\$26,128.18	\$26,765.44	\$27,434.58	\$28,103.71	\$28,806.30	\$29,508.89
53	\$25,490.90	\$26,128.18	\$26,765.44	\$27,434.58	\$28,103.71	\$28,806.30	\$29,508.89	\$30,246.61	\$30,984.34
54	\$26,765.44	\$27,434.58	\$28,103.71	\$28,806.30	\$29,508.89	\$30,246.61	\$30,984.34	\$31,758.95	\$32,533.56
55	\$28,103.71	\$28,806.30	\$29,508.89	\$30,246.61	\$30,984.34	\$31,758.95	\$32,533.56	\$33,346.89	\$34,160.24

= 5% Base Steps