

Compensation Study Phase 3 Implementation
Effective Pay Period Ending 7/14/2023

**DWP SALARY SCHEDULE
FLSA Governed Positions**

**LONGEVITY
(assuming Step 5)**

Hourly	Range	Step 1	Step 2	Step 3	Step 4	Step 5	15 Years	20 Years
ACCOUNTING ASSISTANT I	22	\$ 28.20	\$ 29.61	\$ 31.09	\$ 32.64	\$ 34.28	\$ 35.14	\$ 35.99
ACCOUNTING ASSISTANT II	26	\$ 31.13	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.83	\$ 38.78	\$ 39.72
ACCOUNTING SPECIALIST I	27	\$ 31.90	\$ 33.50	\$ 35.17	\$ 36.93	\$ 38.78	\$ 39.75	\$ 40.72
ACCOUNTING SPECIALIST II	31	\$ 35.22	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81	\$ 43.88	\$ 44.95
ACCOUNTANT I	32	\$ 36.10	\$ 37.90	\$ 39.80	\$ 41.79	\$ 43.88	\$ 44.98	\$ 46.07
ACCOUNTANT II	36	\$ 39.84	\$ 41.84	\$ 43.93	\$ 46.12	\$ 48.43	\$ 49.64	\$ 50.85
CUSTOMER SERVICE REPRESENTATIVE I	21	\$ 27.51	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 34.28	\$ 35.11
CUSTOMER SERVICE REPRESENTATIVE II	25	\$ 30.37	\$ 31.89	\$ 33.48	\$ 35.15	\$ 36.91	\$ 37.83	\$ 38.76
SENIOR CUSTOMER SERVICE REPRESENTATIVE	29	\$ 33.52	\$ 35.20	\$ 36.96	\$ 38.80	\$ 40.74	\$ 41.76	\$ 42.78
PURCHASER / CONSTRUCTION INSPECTOR	29	\$ 33.52	\$ 35.20	\$ 36.96	\$ 38.80	\$ 40.74	\$ 41.76	\$ 42.78
SENIOR PURCHASER / CONSTRUCTION INSPECTOR	33	\$ 37.00	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97	\$ 46.09	\$ 47.22
UTILITY BILLING SPECIALIST I	28	\$ 32.70	\$ 34.34	\$ 36.05	\$ 37.86	\$ 39.75	\$ 40.74	\$ 41.74
UTILITY BILLING SPECIALIST II	32	\$ 36.10	\$ 37.90	\$ 39.80	\$ 41.79	\$ 43.88	\$ 44.98	\$ 46.07
UTILITY DATA SPECIALIST I	21	\$ 27.51	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 34.28	\$ 35.11
UTILITY DATA SPECIALIST II	25	\$ 30.37	\$ 31.89	\$ 33.48	\$ 35.15	\$ 36.91	\$ 37.83	\$ 38.76
UTILITY TECHNICIAN I	23	\$ 28.90	\$ 30.35	\$ 31.87	\$ 33.46	\$ 35.13	\$ 36.01	\$ 36.89
UTILITY TECHNICIAN II	27	\$ 31.90	\$ 33.50	\$ 35.17	\$ 36.93	\$ 38.78	\$ 39.75	\$ 40.72
SENIOR UTILITY TECHNICIAN	31	\$ 35.22	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81	\$ 43.88	\$ 44.95
WATER CONSERVATION SPECIALIST I	21	\$ 27.51	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 34.28	\$ 35.11
WATER CONSERVATION SPECIALIST II	25	\$ 30.37	\$ 31.89	\$ 33.48	\$ 35.15	\$ 36.91	\$ 37.83	\$ 38.76
WATER METER TECHNICIAN I	23	\$ 28.90	\$ 30.35	\$ 31.87	\$ 33.46	\$ 35.13	\$ 36.01	\$ 36.89
WATER METER TECHNICIAN II	27	\$ 31.90	\$ 33.50	\$ 35.17	\$ 36.93	\$ 38.78	\$ 39.75	\$ 40.72
WATER OPERATIONS TECHNICIAN	29	\$ 33.52	\$ 35.20	\$ 36.96	\$ 38.80	\$ 40.74	\$ 41.76	\$ 42.78
SENIOR WATER OPERATIONS TECHNICIAN	33	\$ 37.00	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97	\$ 46.09	\$ 47.22
WATER PRODUCTION TECHNICIAN I	24	\$ 29.63	\$ 31.11	\$ 32.66	\$ 34.30	\$ 36.01	\$ 36.91	\$ 37.81
WATER PRODUCTION TECHNICIAN II	28	\$ 32.70	\$ 34.34	\$ 36.05	\$ 37.86	\$ 39.75	\$ 40.74	\$ 41.74
CLERICAL ASSISTANT	13	\$ 22.58	\$ 23.71	\$ 24.89	\$ 26.14	\$ 27.45		
TEMPORARY LABORER	11	\$ 21.49	\$ 22.57	\$ 23.69	\$ 24.88	\$ 26.12		

Compensation Study Phase 3 Implementation

Effective Pay Period Ending 7/14/2023

**DWP SALARY SCHEDULE
FLSA Exempt Positions**

**LONGEVITY
(assuming Step 5)**

Annually	Range	Step 1	Step 2	Step 3	Step 4	Step 5	15 Years	20 Years
<i>ACCOUNTING SUPERVISOR</i>	46	\$ 106,087.42	\$ 111,391.79	\$ 116,961.38	\$ 122,809.45	\$ 128,949.92	\$ 132,173.67	\$ 135,397.42
<i>CHIEF FINANCIAL OFFICER</i>	68	\$ 182,637.05	\$ 191,768.90	\$ 201,357.34	\$ 211,425.21	\$ 221,996.47	\$ 227,546.38	\$ 233,096.29
<i>CUSTOMER FIELD SUPERVISOR</i>	41	\$ 93,765.82	\$ 98,454.11	\$ 103,376.82	\$ 108,545.66	\$ 113,972.94	\$ 116,822.26	\$ 119,671.59
<i>CUSTOMER SERVICE SUPERVISOR</i>	41	\$ 93,765.82	\$ 98,454.11	\$ 103,376.82	\$ 108,545.66	\$ 113,972.94	\$ 116,822.26	\$ 119,671.59
<i>HUMAN RESOURCES ADMINISTRATOR</i>	43	\$ 98,512.71	\$ 103,438.35	\$ 108,610.27	\$ 114,040.78	\$ 119,742.82	\$ 122,736.39	\$ 125,729.96
<i>MANAGEMENT ANALYST / BOARD SECRETARY</i>	43	\$ 98,512.71	\$ 103,438.35	\$ 108,610.27	\$ 114,040.78	\$ 119,742.82	\$ 122,736.39	\$ 125,729.96
<i>SENIOR ACCOUNTANT</i>	41	\$ 93,765.82	\$ 98,454.11	\$ 103,376.82	\$ 108,545.66	\$ 113,972.94	\$ 116,822.26	\$ 119,671.59
<i>WATER CONSERVATION / COMMUNICATIONS SUPERVISOR</i>	45	\$ 103,499.92	\$ 108,674.92	\$ 114,108.67	\$ 119,814.10	\$ 125,804.80	\$ 128,949.92	\$ 132,095.04
<i>WATER DISTRIBUTION SUPERVISOR</i>	43	\$ 98,512.71	\$ 103,438.35	\$ 108,610.27	\$ 114,040.78	\$ 119,742.82	\$ 122,736.39	\$ 125,729.96
<i>WATER PRODUCTION SUPERVISOR</i>	45	\$ 103,499.92	\$ 108,674.92	\$ 114,108.67	\$ 119,814.10	\$ 125,804.80	\$ 128,949.92	\$ 132,095.04
<i>WATER SUPERINTENDENT</i>	55	\$ 132,488.63	\$ 139,113.06	\$ 146,068.71	\$ 153,372.15	\$ 161,040.76	\$ 165,066.78	\$ 169,092.80
<i>GENERAL MANAGER *Contract Employee</i>	N/A	\$ 240,133.00						