

**Mojave Water Agency Salary Plan**  
**July 1, 2022**

Classification	Salary Range	Annual				Monthly				Bi-Weekly				Hourly			
		Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *
Administrative Assistant I	11	46,497.66	54,247.27	65,096.73	71,606.40	3,874.81	4,520.61	5,424.73	5,967.20	1,788.37	2,086.43	2,503.72	2,754.09	22.35	26.08	31.30	34.43
Administrative Assistant II	15	51,324.72	59,878.84	71,854.60	79,040.06	4,277.06	4,989.90	5,987.88	6,586.67	1,974.03	2,303.03	2,763.64	3,040.00	24.68	28.79	34.55	38.00
Senior Administrative Assistant	22	61,008.96	71,177.12	85,412.54	93,953.80	5,084.08	5,931.43	7,117.71	7,829.48	2,346.50	2,737.58	3,285.10	3,613.61	29.33	34.22	41.06	45.17
Water Systems Operator I																	
Human Resources Specialist I	23	62,534.18	72,956.55	87,547.86	96,302.64	5,211.18	6,079.71	7,295.65	8,025.22	2,405.16	2,806.02	3,367.23	3,703.95	30.06	35.08	42.09	46.30
Public Information Specialist I	24	64,097.54	74,780.46	89,736.55	98,710.21	5,341.46	6,231.71	7,478.05	8,225.85	2,465.29	2,876.17	3,451.41	3,796.55	30.82	35.95	43.14	47.46
Water Resources Specialist I	25	65,699.98	76,649.97	91,979.97	101,177.97	5,475.00	6,387.50	7,665.00	8,431.50	2,526.92	2,948.08	3,537.69	3,891.46	31.59	36.85	44.22	48.64
Water Systems Operator II	26	67,342.48	78,566.22	94,279.47	103,707.41	5,611.87	6,547.19	7,856.62	8,642.28	2,590.10	3,021.78	3,626.13	3,988.75	32.38	37.77	45.33	49.86
Accountant I	27	69,026.04	80,530.38	96,636.45	106,300.10	5,752.17	6,710.86	8,053.04	8,858.34	2,654.85	3,097.32	3,716.79	4,088.47	33.19	38.72	46.46	51.11
Human Resources Specialist II																	
Public Information Specialist II	28	70,751.69	82,543.64	99,052.37	108,957.60	5,895.97	6,878.64	8,254.36	9,079.80	2,721.22	3,174.76	3,809.71	4,190.68	34.02	39.68	47.62	52.38
Water Resources Specialist II	29	72,520.48	84,607.23	101,528.67	111,681.54	6,043.37	7,050.60	8,460.72	9,306.80	2,789.25	3,254.12	3,904.95	4,295.44	34.87	40.68	48.81	53.69
Accountant II	31	76,191.83	88,890.47	106,668.56	117,335.42	6,349.32	7,407.54	8,889.05	9,777.95	2,930.46	3,418.86	4,102.64	4,512.90	36.63	42.74	51.28	56.41
Senior Water Systems Operator	32	78,096.63	91,112.73	109,335.28	120,268.81	6,508.05	7,592.73	9,111.27	10,022.40	3,003.72	3,504.34	4,205.20	4,625.72	37.55	43.80	52.57	57.82
Systems Administrator I	33	80,049.04	93,390.55	112,068.66	123,275.53	6,670.75	7,782.55	9,339.05	10,272.96	3,078.81	3,591.94	4,310.33	4,741.37	38.49	44.90	53.88	59.27
Senior Human Resources Specialist																	
Executive Assistant	34	82,050.27	95,725.31	114,870.38	126,357.41	6,837.52	7,977.11	9,572.53	10,529.78	3,155.78	3,681.74	4,418.09	4,859.90	39.45	46.02	55.23	60.75
Senior Public Information Specialist																	
Water Resources Analyst I	35	84,101.53	98,118.45	117,742.14	129,516.35	7,008.46	8,176.54	9,811.84	10,793.03	3,234.67	3,773.79	4,528.54	4,981.40	40.43	47.17	56.61	62.27
Senior Water Resources Specialist																	
Data Analyst I																	
Hydrogeologist I	36	86,204.06	100,571.41	120,685.69	132,754.26	7,183.67	8,380.95	10,057.14	11,062.85	3,315.54	3,868.13	4,641.76	5,105.93	41.44	48.35	58.02	63.82
Assistant Engineer																	
Lead Water Systems Operator																	
Senior Accountant	37	88,359.17	103,085.69	123,702.83	136,073.11	7,363.26	8,590.47	10,308.57	11,339.43	3,398.43	3,964.83	4,757.80	5,233.58	42.48	49.56	59.47	65.42
Systems Administrator II																	
Data Analyst II	39	92,832.35	108,304.41	129,965.29	142,961.82	7,736.03	9,025.37	10,830.44	11,913.48	3,570.47	4,165.55	4,998.66	5,498.53	44.63	52.07	62.48	68.73
Water Resources Analyst II																	
Associate Engineer	40	95,153.16	111,012.02	133,214.42	146,535.86	7,929.43	9,251.00	11,101.20	12,211.32	3,659.74	4,269.69	5,123.63	5,635.99	45.75	53.37	64.05	70.45
Hydrogeologist II																	
Water Systems Supervisor	42	99,970.29	116,632.00	139,958.40	153,954.24	8,330.86	9,719.33	11,663.20	12,829.52	3,845.01	4,485.85	5,383.02	5,921.32	48.06	56.07	67.29	74.02
Water Resources Supervisor	43	102,469.54	119,547.80	143,457.36	157,803.10	8,539.13	9,962.32	11,954.78	13,150.26	3,941.14	4,597.99	5,517.59	6,069.35	49.26	57.47	68.97	75.87
Senior Systems Administrator/Database Administrator																	
Senior Data Analyst	45	107,657.06	125,599.91	150,719.89	165,791.88	8,971.42	10,466.66	12,559.99	13,815.99	4,140.66	4,830.77	5,796.92	6,376.61	51.76	60.38	72.46	79.71
Senior Water Resources Analyst																	
Senior Hydrogeologist	46	110,348.49	128,739.90	154,487.89	169,936.67	9,195.71	10,728.33	12,873.99	14,161.39	4,244.17	4,951.53	5,941.84	6,536.03	53.05	61.89	74.27	81.70
Senior Engineer																	
Accounting Manager	51	124,849.19	145,657.39	174,788.86	192,267.75	10,404.10	12,138.12	14,565.74	16,022.31	4,801.89	5,602.21	6,722.65	7,394.91	60.02	70.03	84.03	92.44
Human Resources Manager																	
Policy and Intergovernmental Affairs Manager																	
Public Information Officer																	
Information System Manager	53	131,169.68	153,031.29	183,637.55	202,001.30	10,930.81	12,752.61	15,303.13	16,833.44	5,044.99	5,885.82	7,062.98	7,769.28	63.06	73.57	88.29	97.12
Principal Hydrogeologist	54	134,448.92	156,857.07	188,228.49	207,051.34	11,204.08	13,071.42	15,685.71	17,254.28	5,171.11	6,032.96	7,239.56	7,963.51	64.64	75.41	90.49	99.54
Engineering Manager	59	152,116.61	177,469.38	212,963.26	234,259.58	12,676.38	14,789.12	17,746.94	19,521.63	5,850.64	6,825.75	8,190.89	9,009.98	73.13	85.32	#####	112.62
Watermaster Services Manager																	
Water Resources Manager																	

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		Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *	Bottom	Mid	Top	Max *
Chief Financial Officer	62	163,812.95	191,115.11	229,338.13	252,271.95	13,651.08	15,926.26	19,111.51	21,022.66	6,300.50	7,350.58	8,820.70	9,702.77	78.76	91.88	#####	121.28
Director of Basin Management and Resource Planning																	
Director of Engineering																	
Director of Engineering and Operations																	
Director of Operations																	
Director of Organizational Development	67	185,339.32	216,229.21	259,475.05	285,422.55	15,444.94	18,019.10	21,622.92	23,785.21	7,128.44	8,316.51	9,979.81	10,977.79	89.11	103.96	#####	137.22
Director of Water Resources																	
Assistant General Manager	75	225,817.97	263,454.29	316,145.15	347,759.67	18,818.16	21,954.52	26,345.43	28,979.97	8,685.31	10,132.86	12,159.43	13,375.37	108.57	126.66	#####	167.19
General Manager																	

\* Non-Compounding compensation: this is earned each year. Following the annual performance evaluation, employees increase or decrease in pay will be determined based on the performance evaluation score percent multiplied by the Top of the range. NOTE: Any current employee, as of November 17, 2017, whose new pay range results in a reduction of salary from their current range will retain the salary under the Grade and Rate Range schedule adopted July 1, 2017.

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		Bottom	Mid	Top	Bottom	Mid	Top	Bottom	Mid	Top	Bottom	Mid	Top
Administrative Assistant I	11	46,497.66	54,247.28	65,096.73	3,874.81	4,520.61	5,424.73	1,788.37	2,086.43	2,503.72	22.35	26.08	31.30
Administrative Assistant II	15	51,324.72	59,878.84	71,854.61	4,277.06	4,989.90	5,987.88	1,974.03	2,303.03	2,763.64	24.68	28.79	34.55
Senior Administrative Assistant	22	61,008.96	71,177.13	85,412.55	5,084.08	5,931.43	7,117.71	2,346.50	2,737.58	3,285.10	29.33	34.22	41.06
Water Systems Operator I	22	61,008.96	71,177.13	85,412.55	5,084.08	5,931.43	7,117.71	2,346.50	2,737.58	3,285.10	29.33	34.22	41.06
Human Resources Specialist I	23	62,534.19	72,956.55	87,547.86	5,211.18	6,079.71	7,295.66	2,405.16	2,806.02	3,367.23	30.06	35.08	42.09
Public Information Specialist I	24	64,097.54	74,780.47	89,736.56	5,341.46	6,231.71	7,478.05	2,465.29	2,876.17	3,451.41	30.82	35.95	43.14
Water Resources Specialist I	25	65,699.98	76,649.98	91,979.97	5,475.00	6,387.50	7,665.00	2,526.92	2,948.08	3,537.69	31.59	36.85	44.22
Water Systems Operator II	26	67,342.48	78,566.23	94,279.47	5,611.87	6,547.19	7,856.62	2,590.10	3,021.78	3,626.13	32.38	37.77	45.33
Accountant I	27	69,026.04	80,530.38	96,636.46	5,752.17	6,710.87	8,053.04	2,654.85	3,097.32	3,716.79	33.19	38.72	46.46
Human Resources Specialist II	27	69,026.04	80,530.38	96,636.46	5,752.17	6,710.87	8,053.04	2,654.85	3,097.32	3,716.79	33.19	38.72	46.46
Public Information Specialist II	28	70,751.69	82,543.64	99,052.37	5,895.97	6,878.64	8,254.36	2,721.22	3,174.76	3,809.71	34.02	39.68	47.62
Water Resources Specialist II	29	72,520.49	84,607.23	101,528.68	6,043.37	7,050.60	8,460.72	2,789.25	3,254.12	3,904.95	34.87	40.68	48.81
Accountant II	31	76,191.84	88,890.48	106,668.57	6,349.32	7,407.54	8,889.05	2,930.46	3,418.86	4,102.64	36.63	42.74	51.28
Senior Water Systems Operator	32	78,096.63	91,112.73	109,335.28	6,508.05	7,592.73	9,111.27	3,003.72	3,504.34	4,205.20	37.55	43.80	52.57
Systems Administrator I	33	80,049.04	93,390.55	112,068.66	6,670.75	7,782.55	9,339.06	3,078.81	3,591.94	4,310.33	38.49	44.90	53.88
Senior Human Resources Specialist	33	80,049.04	93,390.55	112,068.66	6,670.75	7,782.55	9,339.06	3,078.81	3,591.94	4,310.33	38.49	44.90	53.88
Executive Assistant	34	82,050.27	95,725.32	114,870.38	6,837.52	7,977.11	9,572.53	3,155.78	3,681.74	4,418.09	39.45	46.02	55.23
Senior Public Information Specialist	34	82,050.27	95,725.32	114,870.38	6,837.52	7,977.11	9,572.53	3,155.78	3,681.74	4,418.09	39.45	46.02	55.23
Water Resources Analyst I	35	84,101.53	98,118.45	117,742.14	7,008.46	8,176.54	9,811.85	3,234.67	3,773.79	4,528.54	40.43	47.17	56.61
Senior Water Resources Specialist	35	84,101.53	98,118.45	117,742.14	7,008.46	8,176.54	9,811.85	3,234.67	3,773.79	4,528.54	40.43	47.17	56.61
Data Analyst I	35	84,101.53	98,118.45	117,742.14	7,008.46	8,176.54	9,811.85	3,234.67	3,773.79	4,528.54	40.43	47.17	56.61
Hydrogeologist I	36	86,204.06	100,571.41	120,685.69	7,183.67	8,380.95	10,057.14	3,315.54	3,868.13	4,641.76	41.44	48.35	58.02
Assistant Engineer	36	86,204.06	100,571.41	120,685.69	7,183.67	8,380.95	10,057.14	3,315.54	3,868.13	4,641.76	41.44	48.35	58.02
Lead Water Systems Operator	36	86,204.06	100,571.41	120,685.69	7,183.67	8,380.95	10,057.14	3,315.54	3,868.13	4,641.76	41.44	48.35	58.02
Senior Accountant	37	88,359.16	103,085.69	123,702.83	7,363.26	8,590.47	10,308.57	3,398.43	3,964.83	4,757.80	42.48	49.56	59.47
Systems Administrator II	37	88,359.16	103,085.69	123,702.83	7,363.26	8,590.47	10,308.57	3,398.43	3,964.83	4,757.80	42.48	49.56	59.47
Data Analyst II	39	92,832.35	108,304.41	129,965.29	7,736.03	9,025.37	10,830.44	3,570.48	4,165.55	4,998.67	44.63	52.07	62.48
Water Resources Analyst II	39	92,832.35	108,304.41	129,965.29	7,736.03	9,025.37	10,830.44	3,570.48	4,165.55	4,998.67	44.63	52.07	62.48
Associate Engineer	40	95,153.16	111,012.02	133,214.42	7,929.43	9,251.00	11,101.20	3,659.74	4,269.69	5,123.63	45.75	53.37	64.05
Hydrogeologist II	40	95,153.16	111,012.02	133,214.42	7,929.43	9,251.00	11,101.20	3,659.74	4,269.69	5,123.63	45.75	53.37	64.05
Water Systems Supervisor	42	99,970.29	116,632.00	139,958.40	8,330.86	9,719.33	11,663.20	3,845.01	4,485.85	5,383.02	48.06	56.07	67.29
Water Resources Supervisor	43	102,469.54	119,547.80	143,457.36	8,539.13	9,962.32	11,954.78	3,941.14	4,597.99	5,517.59	49.26	57.47	68.97
Senior Systems Administrator/ Database Administrator	43	102,469.54	119,547.80	143,457.36	8,539.13	9,962.32	11,954.78	3,941.14	4,597.99	5,517.59	49.26	57.47	68.97
Senior Data Analyst	45	107,657.06	125,599.90	150,719.88	8,971.42	10,466.66	12,559.99	4,140.66	4,830.77	5,796.92	51.76	60.38	72.46
Senior Water Resources Analyst	45	107,657.06	125,599.90	150,719.88	8,971.42	10,466.66	12,559.99	4,140.66	4,830.77	5,796.92	51.76	60.38	72.46
Senior Hydrogeologist	46	110,348.49	128,739.90	154,487.88	9,195.71	10,728.33	12,873.99	4,244.17	4,951.53	5,941.84	53.05	61.89	74.27
Senior Engineer	46	110,348.49	128,739.90	154,487.88	9,195.71	10,728.33	12,873.99	4,244.17	4,951.53	5,941.84	53.05	61.89	74.27
Accounting Manager	51	124,849.18	145,657.38	174,788.85	10,404.10	12,138.11	14,565.74	4,801.89	5,602.21	6,722.65	60.02	70.03	84.03
Human Resources Manager	51	124,849.18	145,657.38	174,788.85	10,404.10	12,138.11	14,565.74	4,801.89	5,602.21	6,722.65	60.02	70.03	84.03
Policy and Intergovernmental Affairs Manger	51	124,849.18	145,657.38	174,788.85	10,404.10	12,138.11	14,565.74	4,801.89	5,602.21	6,722.65	60.02	70.03	84.03
Public Information Officer	51	124,849.18	145,657.38	174,788.85	10,404.10	12,138.11	14,565.74	4,801.89	5,602.21	6,722.65	60.02	70.03	84.03

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		Bottom	Mid	Top	Bottom	Mid	Top	Bottom	Mid	Top	Bottom	Mid	Top
Information System Manager	<b>53</b>	131,169.66	153,031.28	183,637.53	10,930.81	12,752.61	15,303.13	5,044.99	5,885.82	7,062.98	63.06	73.57	88.29
Principal Hydrogeologist	<b>54</b>	134,448.91	156,857.06	188,228.47	11,204.08	13,071.42	15,685.71	5,171.11	6,032.96	7,239.56	64.64	75.41	90.49
Engineering Manager	<b>59</b>	152,116.60	177,469.37	212,963.24	12,676.38	14,789.11	17,746.94	5,850.64	6,825.74	8,190.89	73.13	85.32	102.39
Watermaster Services Manager	<b>59</b>	152,116.60	177,469.37	212,963.24	12,676.38	14,789.11	17,746.94	5,850.64	6,825.74	8,190.89	73.13	85.32	102.39
Water Resources Manager	<b>59</b>	152,116.60	177,469.37	212,963.24	12,676.38	14,789.11	17,746.94	5,850.64	6,825.74	8,190.89	73.13	85.32	102.39
Chief Financial Officer	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Basin Management and Resource Planning	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Engineering	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Engineering and Operations	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Operations	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Organizational Development	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Director of Water Resources	<b>62</b>	163,812.94	191,115.09	229,338.11	13,651.08	15,926.26	19,111.51	6,300.50	7,350.58	8,820.70	78.76	91.88	110.26
Assistant General Manager	<b>67</b>	185,339.30	216,229.18	259,475.02	15,444.94	18,019.10	21,622.92	7,128.43	8,316.51	9,979.81	89.11	103.96	124.75
General Manager	<b>75</b>	225,817.95	263,454.28	316,145.13	18,818.16	21,954.52	26,345.43	8,685.31	10,132.86	12,159.43	108.57	126.66	151.99