DESERT WATER AGENCY

Teamsters Local 1932 Position Classification and Monthly Salary Schedule

Effective 10/01/2026

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ACCOUNTING							
	Account Clerk I	**24**	$ 4,949	$ 5,204	$ 5,455	$ 5,741	$ 6,024
	Account Clerk II	**31**	$ 5,881	$ 6,182	$ 6,496	$ 6,828	$ 7,168
	Account Clerk III	**34**	$ 6,337	$ 6,654	$ 6,991	$ 7,343	$ 7,721
	Account Clerk/Telephone Operator	**20**	$ 4,485	$ 4,712	$ 4,949	$ 5,204	$ 5,455
	Accountant	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
	Computer Operator I	**31**	$ 5,881	$ 6,182	$ 6,496	$ 6,828	$ 7,168
	Computer Operator II	**40**	$ 7,343	$ 7,721	$ 8,109	$ 8,511	$ 8,952
	Office Assistant	**20**	$ 4,485	$ 4,712	$ 4,949	$ 5,204	$ 5,455
	Senior Account Clerk	**40**	$ 7,343	$ 7,721	$ 8,109	$ 8,511	$ 8,952
ADMINISTRATIVE							
	Administrative Assistant I	**33**	$ 6,182	$ 6,496	$ 6,828	$ 7,168	$ 7,530
	Administrative Assistant II	**38**	$ 6,991	$ 7,343	$ 7,721	$ 8,109	$ 8,511
	Administrative Assistant III	**40**	$ 7,343	$ 7,721	$ 8,109	$ 8,511	$ 8,952
	Senior Administrative Assistant	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
CONSERVATION							
	Conservation Specialist I	**38**	$ 6,991	$ 7,343	$ 7,721	$ 8,109	$ 8,511
	Conservation Specialist II	**43**	$ 7,910	$ 8,311	$ 8,731	$ 9,174	$ 9,639
	Senior Conservation Specialist	**47**	$ 8,731	$ 9,174	$ 9,639	$ 10,129	$ 10,632
	Outreach and Conservation Associate	**45**	$ 8,311	$ 8,731	$ 9,174	$ 9,639	$ 10,129
CONSTRUCTION							
	Equipment Operator	**36**	$ 6,654	$ 6,991	$ 7,343	$ 7,721	$ 8,109
	Water Service Worker I	**28**	$ 5,455	$ 5,741	$ 6,024	$ 6,337	$ 6,654
	Water Service Worker II	**33**	$ 6,182	$ 6,496	$ 6,828	$ 7,168	$ 7,530
	Water Service Worker III	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311
CONSTRUCTION - FLEET MAINTENANCE							
	Fleet Mechanic I	**32**	$ 6,024	$ 6,337	$ 6,654	$ 6,991	$ 7,343
	Fleet Mechanic II	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311

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DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ENGINEERING							
	Associate Engineer	**56**	$ 10,903	$ 11,446	$ 12,025	$ 12,620	$ 13,257
	CMMS Specialist	**44**	$ 8,109	$ 8,511	$ 8,952	$ 9,407	$ 9,876
	Construction Inspector I	**40**	$ 7,343	$ 7,721	$ 8,109	$ 8,511	$ 8,952
	Construction Inspector II	**44**	$ 8,109	$ 8,511	$ 8,952	$ 9,407	$ 9,876
	Engineering Technician I	**34**	$ 6,337	$ 6,654	$ 6,991	$ 7,343	$ 7,721
	Engineering Technician II	**39**	$ 7,168	$ 7,530	$ 7,910	$ 8,311	$ 8,731
	Engineering Technician III	**43**	$ 7,910	$ 8,311	$ 8,731	$ 9,174	$ 9,639
	Environmental Compliance Coordinator	**52**	$ 9,877	$ 10,382	$ 10,904	$ 11,447	$ 12,025
	GIS Specialist I	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
	GIS Specialist II	**49**	$ 9,174	$ 9,639	$ 10,129	$ 10,632	$ 11,165
	Junior Engineer	**49**	$ 9,174	$ 9,639	$ 10,129	$ 10,632	$ 11,165
	Senior Engineer	**64**	$ 13,257	$ 13,917	$ 14,612	$ 15,353	$ 16,140
	Senior Engineering Technician	**45**	$ 8,311	$ 8,731	$ 9,174	$ 9,639	$ 10,129
	Senior GIS Specialist	**52**	$ 9,877	$ 10,382	$ 10,904	$ 11,447	$ 12,025
	Staff Engineer	**51**	$ 9,639	$ 10,129	$ 10,632	$ 11,165	$ 11,719
SAFETY							
	Safety and Training Technician	**43**	$ 7,910	$ 8,311	$ 8,731	$ 9,174	$ 9,639
	Safety and Training Specialist	**47**	$ 8,731	$ 9,174	$ 9,639	$ 10,129	$ 10,632
FIELD SERVICES							
	Field Services Representative II	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311
	Field Services Representative III	**41**	$ 7,530	$ 7,910	$ 8,311	$ 8,731	$ 9,174
	Field Services Technician I	**27**	$ 5,334	$ 5,602	$ 5,881	$ 6,182	$ 6,496
	Field Services Technician II	**31**	$ 5,881	$ 6,182	$ 6,496	$ 6,828	$ 7,168
	Field Services Technician III	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311

DESERT WATER AGENCY

Teamsters Local 1932 Position Classification and Monthly Salary Schedule

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DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
INFORMATION TECHNOLOGY							
	PC Support Technician I	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311
	PC Support Technician II	**43**	$ 7,910	$ 8,311	$ 8,731	$ 9,174	$ 9,639
	Senior PC Support Technician	**51**	$ 9,639	$ 10,129	$ 10,632	$ 11,165	$ 11,719
	Programmer I	**50**	$ 9,407	$ 9,876	$ 10,382	$ 10,903	$ 11,447
	Programmer II	**54**	$ 10,382	$ 10,903	$ 11,447	$ 12,025	$ 12,620
OPERATIONS							
	Operations Technician I	**37**	$ 6,828	$ 7,168	$ 7,530	$ 7,910	$ 8,311
	Operations Technician II	**41**	$ 7,530	$ 7,910	$ 8,311	$ 8,731	$ 9,174
	Operations Technician III	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
	Operations Technician in Training	**30**	$ 5,741	$ 6,024	$ 6,337	$ 6,654	$ 6,991
	System Operator I	**35**	$ 6,496	$ 6,828	$ 7,168	$ 7,530	$ 7,910
	System Operator II	**38**	$ 6,991	$ 7,343	$ 7,721	$ 8,109	$ 8,511
	System Operator III	**41**	$ 7,530	$ 7,910	$ 8,311	$ 8,731	$ 9,174
	System Operator in Training	**30**	$ 5,741	$ 6,024	$ 6,337	$ 6,654	$ 6,991
PUBLIC AFFAIRS							
	Public Affairs Specialist I	**41**	$ 7,530	$ 7,910	$ 8,311	$ 8,731	$ 9,174
	Public Affairs Specialist II	**45**	$ 8,311	$ 8,731	$ 9,174	$ 9,639	$ 10,129
	Senior Public Affairs Specialist	**48**	$ 8,952	$ 9,407	$ 9,876	$ 10,382	$ 10,903
	Public Affairs and Water Planning Coordinator	**42**	$ 7,721	$ 8,109	$ 8,511	$ 8,952	$ 9,407
SNOW CREEK SECURITY							
	Snow Creek Security	**17**	$ 3,172	$ 3,330	$ 3,499	$ 3,670	$ 3,854
	Security Guard	**20**	$ 4,485	$ 4,712	$ 4,949	$ 5,204	$ 5,455
WATER RESOURCES							
	Water Resources Specialist I	**42**	$ 7,721	$ 8,109	$ 8,511	$ 8,952	$ 9,407
	Water Resources Specialist II	**49**	$ 9,174	$ 9,639	$ 10,129	$ 10,632	$ 11,165
	Senior Water Resources Specialist	**53**	$ 10,129	$ 10,632	$ 11,165	$ 11,719	$ 12,314

DESERT WATER AGENCY

Non Represented Employees
Position Classification and Monthly Salary Schedule
Effective 10/01/2026

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ACCOUNTING							
	Account Clerk III (Payroll Only)	**34**	$ 6,337	$ 6,654	$ 6,991	$ 7,343	$ 7,721
	Senior Account Clerk (Payroll Only)	**40**	$ 7,343	$ 7,721	$ 8,109	$ 8,511	$ 8,952
	Accounting Supervisor	**57**	$ 11,165	$ 11,719	$ 12,314	$ 12,931	$ 13,582
	Controller	**66**	$ 13,917	$ 14,612	$ 15,353	$ 16,140	$ 16,956
ADMINISTRATIVE							
	Executive Secretary/Assistant Secretary to the Board	**54**	$ 10,382	$ 10,903	$ 11,447	$ 12,025	$ 12,620
	Senior Administrative Assistant (Admin. Dept. Only)	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
CONSERVATION							
	Conservation Manager	**60**	$ 12,025	$ 12,620	$ 13,257	$ 13,917	$ 14,612
CONSTRUCTION							
	Assistant Construction Superintendent	**53**	$ 10,129	$ 10,632	$ 11,165	$ 11,719	$ 12,314
	Construction Superintendent	**65**	$ 13,582	$ 14,262	$ 14,986	$ 15,745	$ 16,543
	Water Service Foreman	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
CONSTRUCTION - FLEET MAINTENANCE							
	Fleet Mechanic Foreman	**46**	$ 8,511	$ 8,952	$ 9,407	$ 9,876	$ 10,382
ENGINEERING							
	Laboratory Director	**61**	$ 12,314	$ 12,931	$ 13,582	$ 14,262	$ 14,986
	Engineering Manager	**72**	$ 16,140	$ 16,956	$ 17,811	$ 18,694	$ 19,634

Amended 10/1/2026

DESERT WATER AGENCY

Non Represented Employees
Position Classification and Monthly Salary Schedule
Effective 10/01/2026

SAFETY							
	Safety and Training Manager	**54**	$ 10,382	$ 10,903	$ 11,447	$ 12,025	$ 12,620
FIELD SERVICES							
	Field Services Supervisor	**53**	$ 10,129	$ 10,632	$ 11,165	$ 11,719	$ 12,314
INFORMATION TECHNOLOGY							
	Information Technology Manager	**65**	$ 13,582	$ 14,262	$ 14,986	$ 15,745	$ 16,543
OPERATIONS							
	Operations Manager	**65**	$ 13,582	$ 14,262	$ 14,986	$ 15,745	$ 16,543
	Operations Supervisor	**60**	$ 12,025	$ 12,620	$ 13,257	$ 13,917	$ 14,612
	Operations Technician Foreman	**51**	$ 9,639	$ 10,129	$ 10,632	$ 11,165	$ 11,719
MANAGEMENT							
	General Manager	**Contract**	N/A	N/A	N/A	N/A	$ 28,903
	Assistant General Manager	**83**	$ 21,128	$ 22,181	$ 23,290	$ 24,459	$ 25,682
	Assistant General Manager-Chief Engineer	**84**	$ 21,643	$ 22,726	$ 23,857	$ 25,054	$ 26,307
	Finance Director	**81**	$ 20,126	$ 21,128	$ 22,181	$ 23,290	$ 24,459
	Human Resources Director	**69**	$ 14,986	$ 15,745	$ 16,543	$ 17,377	$ 18,257
	Director of IT and Cybersecurity	**69**	$ 14,986	$ 15,745	$ 16,543	$ 17,377	$ 18,257
	Director of Public Affairs and Conservation	**74**	$ 16,956	$ 17,811	$ 18,694	$ 19,634	$ 20,611
PUBLIC AFFAIRS							
	Public Affairs Manager	**61**	$ 12,314	$ 12,931	$ 13,582	$ 14,262	$ 14,986
WATER RESOURCES							
	Water Resources Manager	**64**	$ 13,257	$ 13,917	$ 14,612	$ 15,353	$ 16,140

Amended 10/1/2026