



**DESERT WATER AGENCY**  
**Teamsters Local 1932 Position Classification and Monthly Salary Schedule**  
**Effective 07/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>ACCOUNTING</b>							
	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
<b>ADMINISTRATIVE</b>							
	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
<b>CONSERVATION</b>							
	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
<b>CONSTRUCTION</b>							
	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
<b>CONSTRUCTION - FLEET MAINTENANCE</b>							
	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
<b>ENGINEERING</b>							
	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
	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
<b>SAFETY</b>							
	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
<b>FIELD SERVICES</b>							
	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



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DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>INFORMATION TECHNOLOGY</b>							
	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
<b>OPERATIONS</b>							
	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
<b>PUBLIC AFFAIRS</b>							
	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
<b>SNOW CREEK SECURITY</b>							
	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
<b>WATER RESOURCES</b>							
	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 07/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>ACCOUNTING</b>							
	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
<b>ADMINISTRATIVE</b>							
	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
<b>CONSERVATION</b>							
	Conservation Manager	60	\$ 12,025	\$ 12,620	\$ 13,257	\$ 13,917	\$ 14,612
<b>CONSTRUCTION</b>							
	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
<b>CONSTRUCTION - FLEET MAINTENANCE</b>							
	Fleet Mechanic Foreman	46	\$ 8,511	\$ 8,952	\$ 9,407	\$ 9,876	\$ 10,382
<b>ENGINEERING</b>							
	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



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**Non Represented Employees**  
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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	<b>Contract</b>		N/A		N/A		N/A		N/A		\$ 27,011
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