

**RESOLUTION NO. 2025-10 OF THE BOARD OF DIRECTORS OF THE RAINBOW MUNICIPAL WATER DISTRICT
ESTABLISHING JOB CLASSIFICATIONS AND MONTHLY PAY RANGES FOR DISTRICT EMPLOYEES AND THE GENERAL MANAGER
EFFECTIVE JULY 1 2025 TO JUNE 30 2026**

Exempt Salary Grades	Job Classification	Annual Equivalent		Monthly Range		Biweekly Pay Rate	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
GM	General Manager	\$ 220,000	\$ 319,000	\$ 18,333	\$ 26,583	\$ 8,461.54	\$ 12,269.23
X-11	No classifications assigned	\$ 216,441	\$ 303,018	\$ 18,037	\$ 25,251	\$ 8,324.67	\$ 11,654.53
X-10	No classifications assigned	\$ 196,765	\$ 275,471	\$ 16,397	\$ 22,956	\$ 7,567.88	\$ 10,595.03
X-9	Engineering and Capital Improvement Program Manager Finance Manager / Chief Financial Officer Operations Manager / Chief Operating Officer	\$ 178,877	\$ 250,428	\$ 14,906	\$ 20,869	\$ 6,879.89	\$ 9,631.85
X-8	Administrative Services Manager Information Technology Manager	\$ 162,616	\$ 227,662	\$ 13,551	\$ 18,972	\$ 6,254.45	\$ 8,756.22
X-7	Senior Engineer	\$ 147,832	\$ 206,965	\$ 12,319	\$ 17,247	\$ 5,685.86	\$ 7,960.20
X-6	Deputy Operations Manager Engineer Senior IT and Applications Analyst Senior Project Manager Senior Risk Management Officer	\$ 134,393	\$ 188,150	\$ 11,199	\$ 15,679	\$ 5,168.96	\$ 7,236.55
X-5	Associate Engineer Construction and Meters Supervisor Project Manager Safety & Risk Management Officer	\$ 122,175	\$ 171,046	\$ 10,181	\$ 14,254	\$ 4,699.06	\$ 6,578.68
X-4	Construction & Maintenance Supervisor Customer & Meter Services Supervisor Information Technology & Applications Analyst Safety & Risk Management Analyst Senior Accountant Wastewater Superintendent Water Operations Supervisor	\$ 111,069	\$ 155,496	\$ 9,256	\$ 12,958	\$ 4,271.87	\$ 5,980.62
X-3	Customer Service Supervisor Management Analyst Meter Services Supervisor Wastewater Supervisor	\$ 100,971	\$ 141,360	\$ 8,414	\$ 11,780	\$ 3,883.52	\$ 5,436.93
X-2	No classifications assigned	\$ 91,792	\$ 128,509	\$ 7,649	\$ 10,709	\$ 3,530.47	\$ 4,942.66
X-1	No classifications assigned	\$ 83,448	\$ 116,827	\$ 6,954	\$ 9,736	\$ 3,209.52	\$ 4,493.33

Non-Exempt Pay Grades	Job Classification	Annual Equivalent		Monthly Range		Hourly Pay Rate	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
NE-21	District Secretary	\$ 110,326	\$ 148,941	\$ 9,194	\$ 12,412	\$ 53.04	\$ 71.61
NE-20	Lead System Operator Senior Engineering Inspector	\$ 105,073	\$ 141,848	\$ 8,756	\$ 11,821	\$ 50.52	\$ 68.20
NE-19	Information Specialist III Senior Fleet Mechanic	\$ 100,069	\$ 135,094	\$ 8,339	\$ 11,258	\$ 48.11	\$ 64.95
NE-18	Administrative Analyst II Crew Leader - Construction & Maintenance Electrical / SCADA Technician II Purchasing and Facilities Lead Senior Executive Assistant / Board Secretary System Operator III	\$ 95,304	\$ 128,661	\$ 7,942	\$ 10,722	\$ 45.82	\$ 61.86
NE-17	Engineering Inspector II Information Systems Specialist II Mechanic II	\$ 90,766	\$ 122,534	\$ 7,564	\$ 10,211	\$ 43.64	\$ 58.91
NE-16	Administrative Analyst I Cross Connection Control & Backflow Technician Electrical / SCADA Technician I Human Resources Specialist II Pumps & Motors Technician II Senior Meter Services Technician Senior Utility Line Locator System Operator II Senior Wastewater Utility Worker	\$ 86,444	\$ 116,699	\$ 7,204	\$ 9,725	\$ 41.56	\$ 56.11
NE-15	Accounting Specialist III Engineering Inspector I Executive Assistant/Board Secretary Information Systems Specialist I Mechanic I Purchasing & Inventory Control Specialist II Utility Worker III - Construction Utility Worker III - Valve Maintenance	\$ 82,327	\$ 111,142	\$ 6,861	\$ 9,262	\$ 39.58	\$ 53.43

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NE-14	Human Resources Specialist I Pumps & Motors Technician I System Operator I Utility Line Locator I	\$ 78,407	\$ 105,849	\$ 6,534	\$ 8,821	\$ 37.70	\$ 50.89
NE-13	Accounting Specialist II Customer Service Lead Purchasing & Inventory Control Specialist I Utility Worker II - Construction Utility Worker II - Meter Services Utility Worker II - Valve Maintenance Utility Worker II - Wastewater	\$ 74,673	\$ 100,809	\$ 6,223	\$ 8,401	\$ 35.90	\$ 48.47
NE-12	Billing Specialist II	\$ 71,117	\$ 96,008	\$ 5,926	\$ 8,001	\$ 34.19	\$ 46.16
NE-11	Accounting Specialist I Administrative Assistant II District Services Representative Utility Worker I - Construction Utility Worker I - Meter Services Utility Worker I - Valve Maintenance Utility Worker I - Wastewater	\$ 67,731	\$ 91,437	\$ 5,644	\$ 7,620	\$ 32.56	\$ 43.96
NE-10	Billing Specialist I Customer Service Representative II Human Resources Assistant	\$ 64,506	\$ 87,082	\$ 5,375	\$ 7,257	\$ 31.01	\$ 41.87
NE-9	Administrative Assistant I	\$ 61,434	\$ 82,936	\$ 5,119	\$ 6,911	\$ 29.54	\$ 39.87
NE-8	Customer Service Representative I	\$ 58,508	\$ 78,986	\$ 4,876	\$ 6,582	\$ 28.13	\$ 37.97
NE-7	Custodian and Warehouse Clerk II	\$ 55,722	\$ 75,225	\$ 4,644	\$ 6,269	\$ 26.79	\$ 36.17
NE-6	No classifications assigned	\$ 53,069	\$ 71,643	\$ 4,422	\$ 5,970	\$ 25.51	\$ 34.44
NE-5	Custodian and Warehouse Clerk I	\$ 50,542	\$ 68,231	\$ 4,212	\$ 5,686	\$ 24.30	\$ 32.80
NE-4	No classifications assigned	\$ 48,135	\$ 64,982	\$ 4,011	\$ 5,415	\$ 23.14	\$ 31.24
NE-3	No classifications assigned	\$ 45,843	\$ 61,888	\$ 3,820	\$ 5,157	\$ 22.04	\$ 29.75
NE-2	No classifications assigned	\$ 43,660	\$ 58,941	\$ 3,638	\$ 4,912	\$ 20.99	\$ 28.34
NE-1	Interns	\$ 41,581	\$ 56,134	\$ 3,465	\$ 4,678	\$ 19.99	\$ 26.99

Legacy Pay Grades	Job Classification	Annual Equivalent		Monthly Range		Hourly Pay Rate	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
N-6	System Operator III	\$ 91,998	\$ 133,370	\$ 7,667	\$ 11,114	\$ 44.23	\$ 64.12
N-5	Accounting Specialist II Construction Worker III - Construction	\$ 79,976	\$ 115,960	\$ 6,665	\$ 9,663	\$ 38.45	\$ 55.75

This Resolution replaces Resolution No. 2025-09

PASSED, APPROVED, AND ADOPTED in Open Session at a meeting of the Board of Directors of the Rainbow Municipal Water District held on the 9th day of December, 2025 by the following vote, to wit:

AYES: Hamilton, Mack, Townsend-Smith, Irvine, Hoffman
NOES: None
ABSENT: None
ABSTAIN: None


 Hayden Hamilton, Board President

ATTEST: 
 Terese Quintanar, District Secretary