

**RESOLUTION NO. 2026-11 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 2026 TO JUNE 30 2027**

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-10	No classifications assigned	\$ 204,242	\$ 285,939	\$ 17,020	\$ 23,828	\$ 7,855.46	\$ 10,997.64
X-9	Engineering and Capital Improvement Program Manager Finance Manager / Chief Financial Officer Operations Manager / Chief Operating Officer	\$ 185,674	\$ 259,944	\$ 15,473	\$ 21,662	\$ 7,141.33	\$ 9,997.86
X-8	Administrative Services Manager Information Technology Manager	\$ 168,795	\$ 236,313	\$ 14,066	\$ 19,693	\$ 6,492.11	\$ 9,088.96
X-7	Senior Engineer	\$ 153,450	\$ 214,830	\$ 12,787	\$ 17,902	\$ 5,901.92	\$ 8,262.69
X-6	Deputy Operations Manager Engineer Senior IT and Applications Analyst Senior Project Manager Senior Risk Management Officer	\$ 139,500	\$ 195,300	\$ 11,625	\$ 16,275	\$ 5,365.38	\$ 7,511.54
X-5	Associate Engineer Construction and Meters Supervisor Project Manager Safety & Risk Management Officer	\$ 126,818	\$ 177,545	\$ 10,568	\$ 14,795	\$ 4,877.62	\$ 6,828.67
X-4	Assistant Engineer Construction & Maintenance Supervisor Customer & Meter Services Supervisor Information Technology & Applications Analyst Safety & Risk Management Analyst Senior Accountant Wastewater Superintendent Water Operations Supervisor	\$ 115,289	\$ 161,405	\$ 9,607	\$ 13,450	\$ 4,434.19	\$ 6,207.88
X-3	Customer Service Supervisor Management Analyst Meter Services Supervisor Public Information Officer Wastewater Supervisor	\$ 104,808	\$ 146,732	\$ 8,734	\$ 12,228	\$ 4,031.09	\$ 5,643.53
X-2	No classifications assigned	\$ 95,280	\$ 133,393	\$ 7,940	\$ 11,116	\$ 3,664.63	\$ 5,130.48
X-1	No classifications assigned	\$ 86,619	\$ 121,266	\$ 7,218	\$ 10,105	\$ 3,331.48	\$ 4,664.07

Non-Exempt Pay Grades	Job Classification	Annual Equivalent		Monthly Range		Hourly Pay Rate	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
NE-21	District Secretary	\$ 113,857	\$ 153,707	\$ 9,488	\$ 12,809	\$ 54.74	\$ 73.90
NE-20	Lead System Operator Senior Engineering Inspector	\$ 108,435	\$ 146,387	\$ 9,036	\$ 12,199	\$ 52.13	\$ 70.38
NE-19	Information Specialist III Senior Fleet Mechanic	\$ 103,272	\$ 139,417	\$ 8,606	\$ 11,618	\$ 49.65	\$ 67.03
NE-18	Administrative Analyst II Crew Leader - Construction & Maintenance Electrical / SCADA Technician II Purchasing and Facilities Lead Public Affairs Representative Senior Executive Assistant / Board Secretary System Operator III	\$ 98,354	\$ 132,778	\$ 8,196	\$ 11,065	\$ 47.29	\$ 63.84
NE-17	Engineering Inspector II Information Systems Specialist II Mechanic II	\$ 93,670	\$ 126,455	\$ 7,806	\$ 10,538	\$ 45.03	\$ 60.80
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	\$ 89,210	\$ 120,433	\$ 7,434	\$ 10,036	\$ 42.89	\$ 57.90
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	\$ 84,962	\$ 114,698	\$ 7,080	\$ 9,558	\$ 40.85	\$ 55.14
NE-14	Human Resources Specialist I Pumps & Motors Technician I System Operator I Utility Line Locator I	\$ 80,916	\$ 109,236	\$ 6,743	\$ 9,103	\$ 38.90	\$ 52.52

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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	\$ 77,063	\$ 104,035	\$ 6,422	\$ 8,670	\$ 37.05	\$ 50.02
NE-12	Billing Specialist II	\$ 73,393	\$ 99,081	\$ 6,116	\$ 8,257	\$ 35.29	\$ 47.63
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	\$ 69,898	\$ 94,363	\$ 5,825	\$ 7,864	\$ 33.60	\$ 45.37
NE-10	Billing Specialist I Customer Service Representative II Human Resources Assistant	\$ 66,570	\$ 89,869	\$ 5,547	\$ 7,489	\$ 32.00	\$ 43.21
NE-9	Administrative Assistant I	\$ 63,400	\$ 85,590	\$ 5,283	\$ 7,132	\$ 30.48	\$ 41.15
NE-8	Customer Service Representative I	\$ 60,381	\$ 81,514	\$ 5,032	\$ 6,793	\$ 29.03	\$ 39.19
NE-7	Custodian and Warehouse Clerk II	\$ 57,505	\$ 77,632	\$ 4,792	\$ 6,469	\$ 27.65	\$ 37.32
NE-6	No classifications assigned	\$ 54,767	\$ 73,936	\$ 4,564	\$ 6,161	\$ 26.33	\$ 35.55
NE-5	Custodian and Warehouse Clerk I	\$ 52,159	\$ 70,415	\$ 4,347	\$ 5,868	\$ 25.08	\$ 33.85
NE-4	No classifications assigned	\$ 49,675	\$ 67,062	\$ 4,140	\$ 5,588	\$ 23.88	\$ 32.24
NE-3	No classifications assigned	\$ 47,310	\$ 63,868	\$ 3,942	\$ 5,322	\$ 22.75	\$ 30.71
NE-2	No classifications assigned	\$ 45,057	\$ 60,827	\$ 3,755	\$ 5,069	\$ 21.66	\$ 29.24
NE-1	Interns	\$ 42,911	\$ 57,930	\$ 3,576	\$ 4,828	\$ 20.63	\$ 27.85

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. 2026-10

PASSED, APPROVED, AND ADOPTED in Open Session at a meeting of the Board of Directors of the Rainbow Municipal Water District held on the 28th day of July, 2026 by the following vote, to wit:

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


Hayden Hamilton, Board President

ATTEST: 
Terese Quintanar, District Secretary