

**RESOLUTION 23-26  
OF THE HELIX WATER DISTRICT BOARD OF DIRECTORS  
ESTABLISHING CLASSIFICATIONS AND RATES OF PAY FOR HELIX WATER DISTRICT  
EMPLOYEES EFFECTIVE JULY 1, 2023**

**IT IS HEREBY RESOLVED, DETERMINED AND ORDERED** by the Helix Water District Board of Directors that for July 1, 2023, through June 30, 2024, and continuing thereafter at the pleasure of the board of directors, the employment classifications required for the operation of the district and the standard hourly, biweekly and annual rates of compensation in Exhibit A are established.

**PASSED, ADOPTED AND APPROVED** this 21<sup>st</sup> day of June 2023 by the following vote:

**AYES:** Hedberg, McMillan, Gracyk, Scalzitti and Damsky

**NOES:** None

**ABSENT:** None

  
\_\_\_\_\_  
Kathleen Coates Hedberg, President

**ATTEST:**

  
\_\_\_\_\_  
Jessica V. Mackey, Assistant Board Secretary

# Exhibit A

## Helix Water District Salary Resolution Effective July 1, 2023

Range	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
01 Hourly	\$ 23.90	\$ 24.51	\$ 25.10	\$ 25.73	\$ 26.35	\$ 27.02	\$ 27.67	\$ 28.37	\$ 29.05	\$ 29.79	\$ 30.51
01 Biweekly	\$ 1,912	\$ 1,961	\$ 2,008	\$ 2,058	\$ 2,108	\$ 2,162	\$ 2,214	\$ 2,270	\$ 2,324	\$ 2,383	\$ 2,441
01 Annual	\$ 49,712	\$ 50,981	\$ 52,208	\$ 53,518	\$ 54,808	\$ 56,202	\$ 57,554	\$ 59,010	\$ 60,424	\$ 61,963	\$ 63,461
02 Hourly	\$ 25.10	\$ 25.73	\$ 26.35	\$ 27.02	\$ 27.67	\$ 28.37	\$ 29.05	\$ 29.79	\$ 30.51	\$ 31.27	\$ 32.03
02 Biweekly	\$ 2,008	\$ 2,058	\$ 2,108	\$ 2,162	\$ 2,214	\$ 2,270	\$ 2,324	\$ 2,383	\$ 2,441	\$ 2,502	\$ 2,562
02 Annual	\$ 52,208	\$ 53,518	\$ 54,808	\$ 56,202	\$ 57,554	\$ 59,010	\$ 60,424	\$ 61,963	\$ 63,461	\$ 65,042	\$ 66,622
03 Hourly	\$ 26.35	\$ 27.02	\$ 27.67	\$ 28.37	\$ 29.05	\$ 29.79	\$ 30.51	\$ 31.27	\$ 32.03	\$ 32.83	\$ 33.63
03 Biweekly	\$ 2,108	\$ 2,162	\$ 2,214	\$ 2,270	\$ 2,324	\$ 2,383	\$ 2,441	\$ 2,502	\$ 2,562	\$ 2,626	\$ 2,690
03 Annual	\$ 54,808	\$ 56,202	\$ 57,554	\$ 59,010	\$ 60,424	\$ 61,963	\$ 63,461	\$ 65,042	\$ 66,622	\$ 68,286	\$ 69,950
04 Hourly	\$ 27.67	\$ 28.37	\$ 29.05	\$ 29.79	\$ 30.51	\$ 31.27	\$ 32.03	\$ 32.83	\$ 33.63	\$ 34.48	\$ 35.32
04 Biweekly	\$ 2,214	\$ 2,270	\$ 2,324	\$ 2,383	\$ 2,441	\$ 2,502	\$ 2,562	\$ 2,626	\$ 2,690	\$ 2,758	\$ 2,826
04 Annual	\$ 57,554	\$ 59,010	\$ 60,424	\$ 61,963	\$ 63,461	\$ 65,042	\$ 66,622	\$ 68,286	\$ 69,950	\$ 71,718	\$ 73,466
05 Hourly	\$ 29.05	\$ 29.79	\$ 30.51	\$ 31.27	\$ 32.03	\$ 32.83	\$ 33.63	\$ 34.48	\$ 35.32	\$ 36.20	\$ 37.08
05 Biweekly	\$ 2,324	\$ 2,383	\$ 2,441	\$ 2,502	\$ 2,562	\$ 2,626	\$ 2,690	\$ 2,758	\$ 2,826	\$ 2,896	\$ 2,966
05 Annual	\$ 60,424	\$ 61,963	\$ 63,461	\$ 65,042	\$ 66,622	\$ 68,286	\$ 69,950	\$ 71,718	\$ 73,466	\$ 75,296	\$ 77,126
06 Hourly	\$ 30.51	\$ 31.27	\$ 32.03	\$ 32.83	\$ 33.63	\$ 34.48	\$ 35.32	\$ 36.20	\$ 37.08	\$ 38.01	\$ 38.93
06 Biweekly	\$ 2,441	\$ 2,502	\$ 2,562	\$ 2,626	\$ 2,690	\$ 2,758	\$ 2,826	\$ 2,896	\$ 2,966	\$ 3,041	\$ 3,114
06 Annual	\$ 63,461	\$ 65,042	\$ 66,622	\$ 68,286	\$ 69,950	\$ 71,718	\$ 73,466	\$ 75,296	\$ 77,126	\$ 79,061	\$ 80,974
07 Hourly	\$ 32.03	\$ 32.83	\$ 33.63	\$ 34.48	\$ 35.32	\$ 36.20	\$ 37.08	\$ 38.01	\$ 38.93	\$ 39.91	\$ 40.88
07 Biweekly	\$ 2,562	\$ 2,626	\$ 2,690	\$ 2,758	\$ 2,826	\$ 2,896	\$ 2,966	\$ 3,041	\$ 3,114	\$ 3,193	\$ 3,270
07 Annual	\$ 66,622	\$ 68,286	\$ 69,950	\$ 71,718	\$ 73,466	\$ 75,296	\$ 77,126	\$ 79,061	\$ 80,974	\$ 83,013	\$ 85,030
08 Hourly	\$ 33.63	\$ 34.48	\$ 35.32	\$ 36.20	\$ 37.08	\$ 38.01	\$ 38.93	\$ 39.91	\$ 40.88	\$ 41.91	\$ 42.93
08 Biweekly	\$ 2,690	\$ 2,758	\$ 2,826	\$ 2,896	\$ 2,966	\$ 3,041	\$ 3,114	\$ 3,193	\$ 3,270	\$ 3,353	\$ 3,434
08 Annual	\$ 69,950	\$ 71,718	\$ 73,466	\$ 75,296	\$ 77,126	\$ 79,061	\$ 80,974	\$ 83,013	\$ 85,030	\$ 87,173	\$ 89,294
09 Hourly	\$ 35.32	\$ 36.20	\$ 37.08	\$ 38.01	\$ 38.93	\$ 39.91	\$ 40.88	\$ 41.91	\$ 42.93	\$ 44.00	\$ 45.07
09 Biweekly	\$ 2,826	\$ 2,896	\$ 2,966	\$ 3,041	\$ 3,114	\$ 3,193	\$ 3,270	\$ 3,353	\$ 3,434	\$ 3,520	\$ 3,606
09 Annual	\$ 73,466	\$ 75,296	\$ 77,126	\$ 79,061	\$ 80,974	\$ 83,013	\$ 85,030	\$ 87,173	\$ 89,294	\$ 91,520	\$ 93,746
10 Hourly	\$ 37.08	\$ 38.01	\$ 38.93	\$ 39.91	\$ 40.88	\$ 41.91	\$ 42.93	\$ 44.00	\$ 45.07	\$ 46.21	\$ 47.33
10 Biweekly	\$ 2,966	\$ 3,041	\$ 3,114	\$ 3,193	\$ 3,270	\$ 3,353	\$ 3,434	\$ 3,520	\$ 3,606	\$ 3,697	\$ 3,786
10 Annual	\$ 77,126	\$ 79,061	\$ 80,974	\$ 83,013	\$ 85,030	\$ 87,173	\$ 89,294	\$ 91,520	\$ 93,746	\$ 96,117	\$ 98,446
11 Hourly	\$ 38.93	\$ 39.91	\$ 40.88	\$ 41.91	\$ 42.93	\$ 44.00	\$ 45.07	\$ 46.21	\$ 47.33	\$ 48.52	\$ 49.69
11 Biweekly	\$ 3,114	\$ 3,193	\$ 3,270	\$ 3,353	\$ 3,434	\$ 3,520	\$ 3,606	\$ 3,697	\$ 3,786	\$ 3,882	\$ 3,975
11 Annual	\$ 80,974	\$ 83,013	\$ 85,030	\$ 87,173	\$ 89,294	\$ 91,520	\$ 93,746	\$ 96,117	\$ 98,446	\$ 100,922	\$ 103,355
12 Hourly	\$ 40.88	\$ 41.91	\$ 42.93	\$ 44.00	\$ 45.07	\$ 46.21	\$ 47.33	\$ 48.52	\$ 49.69	\$ 50.93	\$ 52.17
12 Biweekly	\$ 3,270	\$ 3,353	\$ 3,434	\$ 3,520	\$ 3,606	\$ 3,697	\$ 3,786	\$ 3,882	\$ 3,975	\$ 4,074	\$ 4,174
12 Annual	\$ 85,030	\$ 87,173	\$ 89,294	\$ 91,520	\$ 93,746	\$ 96,117	\$ 98,446	\$ 100,922	\$ 103,355	\$ 105,934	\$ 108,514
13 Hourly	\$ 42.93	\$ 44.00	\$ 45.07	\$ 46.21	\$ 47.33	\$ 48.52	\$ 49.69	\$ 50.93	\$ 52.17	\$ 53.49	\$ 54.79
13 Biweekly	\$ 3,434	\$ 3,520	\$ 3,606	\$ 3,697	\$ 3,786	\$ 3,882	\$ 3,975	\$ 4,074	\$ 4,174	\$ 4,279	\$ 4,383
13 Annual	\$ 89,294	\$ 91,520	\$ 93,746	\$ 96,117	\$ 98,446	\$ 100,922	\$ 103,355	\$ 105,934	\$ 108,514	\$ 111,259	\$ 113,963
14 Hourly	\$ 45.07	\$ 46.21	\$ 47.33	\$ 48.52	\$ 49.69	\$ 50.93	\$ 52.17	\$ 53.49	\$ 54.79	\$ 56.16	\$ 57.53
14 Biweekly	\$ 3,606	\$ 3,697	\$ 3,786	\$ 3,882	\$ 3,975	\$ 4,074	\$ 4,174	\$ 4,279	\$ 4,383	\$ 4,493	\$ 4,602
14 Annual	\$ 93,746	\$ 96,117	\$ 98,446	\$ 100,922	\$ 103,355	\$ 105,934	\$ 108,514	\$ 111,259	\$ 113,963	\$ 116,813	\$ 119,662
15 Hourly	\$ 47.33	\$ 48.52	\$ 49.69	\$ 50.93	\$ 52.17	\$ 53.49	\$ 54.79	\$ 56.16	\$ 57.53	\$ 58.97	\$ 60.40
15 Biweekly	\$ 3,786	\$ 3,882	\$ 3,975	\$ 4,074	\$ 4,174	\$ 4,279	\$ 4,383	\$ 4,493	\$ 4,602	\$ 4,718	\$ 4,832
15 Annual	\$ 98,446	\$ 100,922	\$ 103,355	\$ 105,934	\$ 108,514	\$ 111,259	\$ 113,963	\$ 116,813	\$ 119,662	\$ 122,658	\$ 125,632
16 Hourly	\$ 49.69	\$ 50.93	\$ 52.17	\$ 53.49	\$ 54.79	\$ 56.16	\$ 57.53	\$ 58.97	\$ 60.40	\$ 61.91	\$ 63.42
16 Biweekly	\$ 3,975	\$ 4,074	\$ 4,174	\$ 4,279	\$ 4,383	\$ 4,493	\$ 4,602	\$ 4,718	\$ 4,832	\$ 4,953	\$ 5,074
16 Annual	\$ 103,355	\$ 105,934	\$ 108,514	\$ 111,259	\$ 113,963	\$ 116,813	\$ 119,662	\$ 122,658	\$ 125,632	\$ 128,773	\$ 131,914
17 Hourly	\$ 52.17	\$ 53.49	\$ 54.79	\$ 56.16	\$ 57.53	\$ 58.97	\$ 60.40	\$ 61.91	\$ 63.42	\$ 65.01	\$ 66.59
17 Biweekly	\$ 4,174	\$ 4,279	\$ 4,383	\$ 4,493	\$ 4,602	\$ 4,718	\$ 4,832	\$ 4,953	\$ 5,074	\$ 5,201	\$ 5,327
17 Annual	\$ 108,514	\$ 111,259	\$ 113,963	\$ 116,813	\$ 119,662	\$ 122,658	\$ 125,632	\$ 128,773	\$ 131,914	\$ 135,221	\$ 138,507

**Helix Water District  
Salary Resolution  
Effective July 1, 2023**

Range	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18 Hourly	\$ 54.79	\$ 56.16	\$ 57.53	\$ 58.97	\$ 60.40	\$ 61.91	\$ 63.42	\$ 65.01	\$ 66.59	\$ 68.26	\$ 69.92
18 Biweekly	\$ 4,383	\$ 4,493	\$ 4,602	\$ 4,718	\$ 4,832	\$ 4,953	\$ 5,074	\$ 5,201	\$ 5,327	\$ 5,461	\$ 5,594
18 Annual	\$ 113,963	\$ 116,813	\$ 119,662	\$ 122,658	\$ 125,632	\$ 128,773	\$ 131,914	\$ 135,221	\$ 138,507	\$ 141,981	\$ 145,434
19 Hourly	\$ 57.53	\$ 58.97	\$ 60.40	\$ 61.91	\$ 63.42	\$ 65.01	\$ 66.59	\$ 68.26	\$ 69.92	\$ 71.67	\$ 73.42
19 Biweekly	\$ 4,602	\$ 4,718	\$ 4,832	\$ 4,953	\$ 5,074	\$ 5,201	\$ 5,327	\$ 5,461	\$ 5,594	\$ 5,734	\$ 5,874
19 Annual	\$ 119,662	\$ 122,658	\$ 125,632	\$ 128,773	\$ 131,914	\$ 135,221	\$ 138,507	\$ 141,981	\$ 145,434	\$ 149,074	\$ 152,714
20 Hourly	\$ 60.40	\$ 61.91	\$ 63.42	\$ 65.01	\$ 66.59	\$ 68.26	\$ 69.92	\$ 71.67	\$ 73.42	\$ 75.26	\$ 77.09
20 Biweekly	\$ 4,832	\$ 4,953	\$ 5,074	\$ 5,201	\$ 5,327	\$ 5,461	\$ 5,594	\$ 5,734	\$ 5,874	\$ 6,021	\$ 6,167
20 Annual	\$ 125,632	\$ 128,773	\$ 131,914	\$ 135,221	\$ 138,507	\$ 141,981	\$ 145,434	\$ 149,074	\$ 152,714	\$ 156,541	\$ 160,347
21 Hourly	\$ 63.42	\$ 65.01	\$ 66.59	\$ 68.26	\$ 69.92	\$ 71.67	\$ 73.42	\$ 75.26	\$ 77.09	\$ 79.01	\$ 80.94
21 Biweekly	\$ 5,074	\$ 5,201	\$ 5,327	\$ 5,461	\$ 5,594	\$ 5,734	\$ 5,874	\$ 6,021	\$ 6,167	\$ 6,321	\$ 6,475
21 Annual	\$ 131,914	\$ 135,221	\$ 138,507	\$ 141,981	\$ 145,434	\$ 149,074	\$ 152,714	\$ 156,541	\$ 160,347	\$ 164,341	\$ 168,355
22 Hourly	\$ 66.59	\$ 68.26	\$ 69.92	\$ 71.67	\$ 73.42	\$ 75.26	\$ 77.09	\$ 79.01	\$ 80.94	\$ 82.97	\$ 84.99
22 Biweekly	\$ 5,327	\$ 5,461	\$ 5,594	\$ 5,734	\$ 5,874	\$ 6,021	\$ 6,167	\$ 6,321	\$ 6,475	\$ 6,638	\$ 6,799
22 Annual	\$ 138,507	\$ 141,981	\$ 145,434	\$ 149,074	\$ 152,714	\$ 156,541	\$ 160,347	\$ 164,341	\$ 168,355	\$ 172,578	\$ 176,779
23 Hourly	\$ 69.92	\$ 71.67	\$ 73.42	\$ 75.26	\$ 77.09	\$ 79.01	\$ 80.94	\$ 82.97	\$ 84.99	\$ 87.11	\$ 89.23
23 Biweekly	\$ 5,594	\$ 5,734	\$ 5,874	\$ 6,021	\$ 6,167	\$ 6,321	\$ 6,475	\$ 6,638	\$ 6,799	\$ 6,969	\$ 7,138
23 Annual	\$ 145,434	\$ 149,074	\$ 152,714	\$ 156,541	\$ 160,347	\$ 164,341	\$ 168,355	\$ 172,578	\$ 176,779	\$ 181,189	\$ 185,598
24 Hourly	\$ 73.42	\$ 75.26	\$ 77.09	\$ 79.01	\$ 80.94	\$ 82.97	\$ 84.99	\$ 87.11	\$ 89.23	\$ 91.47	\$ 93.70
24 Biweekly	\$ 5,874	\$ 6,021	\$ 6,167	\$ 6,321	\$ 6,475	\$ 6,638	\$ 6,799	\$ 6,969	\$ 7,138	\$ 7,318	\$ 7,496
24 Annual	\$ 152,714	\$ 156,541	\$ 160,347	\$ 164,341	\$ 168,355	\$ 172,578	\$ 176,779	\$ 181,189	\$ 185,598	\$ 190,258	\$ 194,896
25 Hourly	\$ 77.09	\$ 79.01	\$ 80.94	\$ 82.97	\$ 84.99	\$ 87.11	\$ 89.23	\$ 91.47	\$ 93.70	\$ 96.04	\$ 98.38
25 Biweekly	\$ 6,167	\$ 6,321	\$ 6,475	\$ 6,638	\$ 6,799	\$ 6,969	\$ 7,138	\$ 7,318	\$ 7,496	\$ 7,683	\$ 7,870
25 Annual	\$ 160,347	\$ 164,341	\$ 168,355	\$ 172,578	\$ 176,779	\$ 181,189	\$ 185,598	\$ 190,258	\$ 194,896	\$ 199,763	\$ 204,630
26 Hourly	\$ 80.94	\$ 82.97	\$ 84.99	\$ 87.11	\$ 89.23	\$ 91.47	\$ 93.70	\$ 96.04	\$ 98.38	\$ 100.84	\$ 103.30
26 Biweekly	\$ 6,475	\$ 6,638	\$ 6,799	\$ 6,969	\$ 7,138	\$ 7,318	\$ 7,496	\$ 7,683	\$ 7,870	\$ 8,067	\$ 8,264
26 Annual	\$ 168,355	\$ 172,578	\$ 176,779	\$ 181,189	\$ 185,598	\$ 190,258	\$ 194,896	\$ 199,763	\$ 204,630	\$ 209,747	\$ 214,864
27 Hourly	\$ 84.99	\$ 87.11	\$ 89.23	\$ 91.47	\$ 93.70	\$ 96.04	\$ 98.38	\$ 100.84	\$ 103.30	\$ 105.88	\$ 108.47
27 Biweekly	\$ 6,799	\$ 6,969	\$ 7,138	\$ 7,318	\$ 7,496	\$ 7,683	\$ 7,870	\$ 8,067	\$ 8,264	\$ 8,470	\$ 8,678
27 Annual	\$ 176,779	\$ 181,189	\$ 185,598	\$ 190,258	\$ 194,896	\$ 199,763	\$ 204,630	\$ 209,747	\$ 214,864	\$ 220,230	\$ 225,618
28 Hourly	\$ 89.23	\$ 91.47	\$ 93.70	\$ 96.04	\$ 98.38	\$ 100.84	\$ 103.30	\$ 105.88	\$ 108.47	\$ 111.17	\$ 113.90
28 Biweekly	\$ 7,138	\$ 7,318	\$ 7,496	\$ 7,683	\$ 7,870	\$ 8,067	\$ 8,264	\$ 8,470	\$ 8,678	\$ 8,894	\$ 9,112
28 Annual	\$ 185,598	\$ 190,258	\$ 194,896	\$ 199,763	\$ 204,630	\$ 209,747	\$ 214,864	\$ 220,230	\$ 225,618	\$ 231,234	\$ 236,912

**Helix Water District  
Salary Resolution  
Effective July 1, 2023**

FULL-TIME CLASSIFICATION	SALARY RANGE	HOURLY PAY RANGE		BIWEEKLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max
Accountant	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
Accountant, Senior	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Accounting Technician	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Administrative Assistant I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Administrative Assistant II	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Administrative Services Manager	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Biologist, Senior	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Board Secretary	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
Board Secretary, Assistant	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Cathodic Protection Technician	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Construction Services Coordinator	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Construction Supervisor	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
Corrosion Specialist	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Cross-Connection Control Coord	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
Customer Service Representative I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Customer Service Representative II	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Customer Service Specialist	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Customer Service Supervisor	14	\$ 45.07	\$ 57.53	\$ 3,606	\$ 4,602	\$ 93,746	\$ 119,662
Director of Administrative Services	28	\$ 89.23	\$ 113.90	\$ 7,138	\$ 9,112	\$ 185,598	\$ 236,912
Director of Engineering	28	\$ 89.23	\$ 113.90	\$ 7,138	\$ 9,112	\$ 185,598	\$ 236,912
Director of Operations	28	\$ 89.23	\$ 113.90	\$ 7,138	\$ 9,112	\$ 185,598	\$ 236,912
Director of Water Quality/System Ops	28	\$ 89.23	\$ 113.90	\$ 7,138	\$ 9,112	\$ 185,598	\$ 236,912
Engineer, Assistant	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Engineer, Associate	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
Engineer, Civil	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Engineering Aide	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Engineering Design Associate	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Engineering Manager	25	\$ 77.09	\$ 98.38	\$ 6,167	\$ 7,870	\$ 160,347	\$ 204,630
Engineering Technician	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Engineering Technician, Senior	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Enterprise Applications Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598
Enterprise Architecture Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598
Equipment Maintenance Coordinator	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
Equipment Operator I	06	\$ 30.51	\$ 38.93	\$ 2,441	\$ 3,114	\$ 63,461	\$ 80,974
Equipment Operator II	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Equipment Operator III	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Equipment Repair Technician	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Facilities Maintenance Technician I	07	\$ 32.03	\$ 40.88	\$ 2,562	\$ 3,270	\$ 66,622	\$ 85,030
Facilities Maintenance Technician II	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Facilities Manager	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Facilities Supervisor	16	\$ 49.69	\$ 63.42	\$ 3,975	\$ 5,074	\$ 103,355	\$ 131,914
Facility Location/Survey Technician	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Field Operations Manager	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Field Services Coordinator	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
Field Supervisor I	14	\$ 45.07	\$ 57.53	\$ 3,606	\$ 4,602	\$ 93,746	\$ 119,662
Field Supervisor II	17	\$ 52.17	\$ 66.59	\$ 4,174	\$ 5,327	\$ 108,514	\$ 138,507
Finance Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598

**Helix Water District  
Salary Resolution  
Effective July 1, 2023**

FULL-TIME CLASSIFICATION	SALARY RANGE	HOURLY PAY RANGE		BIWEEKLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max
General Manager				Pursuant to Contract		\$255,000	effec 9/1/22
GIS Analyst	16	\$ 49.69	\$ 63.42	\$ 3,975	\$ 5,074	\$ 103,355	\$ 131,914
GIS Specialist	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
GIS Technician I	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
GIS Technician II	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Human Resources Analyst	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Human Resources Analyst, Senior	16	\$ 49.69	\$ 63.42	\$ 3,975	\$ 5,074	\$ 103,355	\$ 131,914
Human Resources Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598
Human Resources Technician I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Human Resources Technician II	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Information and Process Systems Sup	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Information Systems Analyst I	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
Information Systems Analyst II	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Inspection Supervisor	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
Inspector I	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Inspector II	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Inspector III	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
Laboratory Compliance Administrator	17	\$ 52.17	\$ 66.59	\$ 4,174	\$ 5,327	\$ 108,514	\$ 138,507
Maintenance Ranger	03	\$ 26.35	\$ 33.63	\$ 2,108	\$ 2,690	\$ 54,808	\$ 69,950
Management Analyst	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
Mechanical System Technician I	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Mechanical System Technician II	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
Mechanical System Technician III	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Meter Maintenance Technician, Senior	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Meter Reader I	03	\$ 26.35	\$ 33.63	\$ 2,108	\$ 2,690	\$ 54,808	\$ 69,950
Meter Reader II	06	\$ 30.51	\$ 38.93	\$ 2,441	\$ 3,114	\$ 63,461	\$ 80,974
Meter Technician I	03	\$ 26.35	\$ 33.63	\$ 2,108	\$ 2,690	\$ 54,808	\$ 69,950
Meter Technician II	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Meter Services Field Representative	07	\$ 32.03	\$ 40.88	\$ 2,562	\$ 3,270	\$ 66,622	\$ 85,030
Network Administrator	17	\$ 52.17	\$ 66.59	\$ 4,174	\$ 5,327	\$ 108,514	\$ 138,507
Network Support Specialist	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Network Support Technician	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Operations and Construction Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598
Payroll Technician	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Plant Operations Supervisor	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
Plant Operator I	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Plant Operator II	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
Plant Operator III	14	\$ 45.07	\$ 57.53	\$ 3,606	\$ 4,602	\$ 93,746	\$ 119,662
Plant Operator Trainee	08	\$ 33.63	\$ 42.93	\$ 2,690	\$ 3,434	\$ 69,950	\$ 89,294
Programmer Analyst	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Public Affairs Representative	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
Public Affairs Representative, Senior	14	\$ 45.07	\$ 57.53	\$ 3,606	\$ 4,602	\$ 93,746	\$ 119,662
Public Affairs Supervisor	17	\$ 52.17	\$ 66.59	\$ 4,174	\$ 5,327	\$ 108,514	\$ 138,507
Recreation Coordinator	06	\$ 30.51	\$ 38.93	\$ 2,441	\$ 3,114	\$ 63,461	\$ 80,974
Reservoir Recreation Ranger	14	\$ 45.07	\$ 57.53	\$ 3,606	\$ 4,602	\$ 93,746	\$ 119,662
Right of Way Agent I	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Right of Way Agent II	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514

**Helix Water District  
Salary Resolution  
Effective July 1, 2023**

FULL-TIME CLASSIFICATION	SALARY RANGE	HOURLY PAY RANGE		BIWEEKLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
Right of Way Agent/Env Analyst, Senior	16	\$ 49.69	\$ 63.42	\$ 3,975	\$ 5,074	\$ 103,355	\$ 131,914
Safety/Risk Administrator	19	\$ 57.53	\$ 73.42	\$ 4,602	\$ 5,874	\$ 119,662	\$ 152,714
Safety Technician I	10	\$ 37.08	\$ 47.33	\$ 2,966	\$ 3,786	\$ 77,126	\$ 98,446
Safety Technician II	12	\$ 40.88	\$ 52.17	\$ 3,270	\$ 4,174	\$ 85,030	\$ 108,514
SCADA/Instrumentation/Elec Tech I	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
SCADA/Instrumentation/Elec Tech II	15	\$ 47.33	\$ 60.40	\$ 3,786	\$ 4,832	\$ 98,446	\$ 125,632
SCADA/Instrumentation/Elec Tech III	16	\$ 49.69	\$ 63.42	\$ 3,975	\$ 5,074	\$ 103,355	\$ 131,914
SCADA Info and Process Systems Admin	19	\$ 57.53	\$ 73.42	\$ 4,602	\$ 5,874	\$ 119,662	\$ 152,714
SCADA Prog/Wireless Network Admin	19	\$ 57.53	\$ 73.42	\$ 4,602	\$ 5,874	\$ 119,662	\$ 152,714
Senior Systems Administrator	21	\$ 63.42	\$ 80.94	\$ 5,074	\$ 6,475	\$ 131,914	\$ 168,355
Supervising Land Surveyor	19	\$ 57.53	\$ 73.42	\$ 4,602	\$ 5,874	\$ 119,662	\$ 152,714
Survey Technician, Senior	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
System Operations Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598
System Operations Supervisor	18	\$ 54.79	\$ 69.92	\$ 4,383	\$ 5,594	\$ 113,963	\$ 145,434
System Operator I	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
System Operator II	11	\$ 38.93	\$ 49.69	\$ 3,114	\$ 3,975	\$ 80,974	\$ 103,355
System Operator III	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Utility Crew Member I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Utility Crew Member II	07	\$ 32.03	\$ 40.88	\$ 2,562	\$ 3,270	\$ 66,622	\$ 85,030
Utility Crew Member III	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Utility Crew Supervisor	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Valve Maintenance Technician I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Valve Maintenance Technician II	07	\$ 32.03	\$ 40.88	\$ 2,562	\$ 3,270	\$ 66,622	\$ 85,030
Valve Maintenance Technician III	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Warehouse Coordinator I	05	\$ 29.05	\$ 37.08	\$ 2,324	\$ 2,966	\$ 60,424	\$ 77,126
Warehouse Coordinator II	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Water Conservation Specialist	13	\$ 42.93	\$ 54.79	\$ 3,434	\$ 4,383	\$ 89,294	\$ 113,963
Water Conservation Technician	09	\$ 35.32	\$ 45.07	\$ 2,826	\$ 3,606	\$ 73,466	\$ 93,746
Water Treatment Plant Manager	23	\$ 69.92	\$ 89.23	\$ 5,594	\$ 7,138	\$ 145,434	\$ 185,598

In addition to the above salary ranges, individuals who are assigned the following duties will receive the designated additional

Standby Pay	\$41.81 / Day
Duty Pay	\$90.00 / Day
Standby/Duty/Holiday Pay	\$134.44 / Holiday
Special Assignment Pay (e.g. Shift Differential, Heavy/Special Equipment Operator Premium, Computer Operations Premium, Lead Worker/Supervisor Premium)	5%-15%
Temporary Upgrade Pay	5%-15%
Car Allowance - Department Director	\$500 / Month in lieu of district vehicle
Car Allowance - General Manager	\$600 / Month in lieu of district vehicle

Approved via Board Resolution 23-26 on 6/21/2023.

**Helix Water District  
Salary Resolution  
Effective July 1, 2023**

<b>PART-TIME/TEMPORARY CATEGORY AND CLASSIFICATION</b>	<b>HOURLY PAY RANGE</b>	
	<b>Min.</b>	<b>Max.</b>
<u>ADMINISTRATIVE</u>		
Administrative Assistant	\$ 25.00	- \$ 36.00
Customer Service Representative	\$ 24.00	- \$ 31.00
Office Assistant	\$ 16.00	- \$ 24.00
Public Affairs Education Assistant	\$ 18.00	- \$ 27.00
Treatment Plant Tour Guide	\$ 16.00	- \$ 24.00
<u>STUDENT WORKER</u>		
Intern	\$ 16.00	- \$ 24.00
<u>FIELD</u>		
Equipment Operator	\$ 24.00	- \$ 39.00
Meter Reader	\$ 22.00	- \$ 29.00
Meter Reader Assistant	\$ 16.00	- \$ 23.00
Utility Crew Member	\$ 24.00	- \$ 37.00
<u>RECREATION</u>		
Assistant Maintenance Ranger	\$ 17.00	- \$ 24.00
Assistant Recreation Ranger	\$ 16.00	- \$ 22.00
Dockhand	\$ 16.00	- \$ 20.00
<u>TECHNICAL/PARAPROFESSIONAL</u>		
Technical Assistant	\$ 25.00	- \$ 36.00
Water Conservation Representative	\$ 18.00	- \$ 27.00
<u>PROFESSIONAL</u>		
Temporary Professional	\$ 26.00	- \$ 81.00